CAUT protests funding cap for native students

by Alexandra Lambert
Bulletin special contributor

Federal government restrictions on the Post-Secondary Education Assistance Program (PSEAP) for Canadian Indians and Inuit have been condemned by the CAUT Council.

In a motion passed unanimously at its meeting in September, the CAUT said it deplored the government's decision to cap the funding for native students at Canadian universities and it called on Indian Affairs Minister Bill McKnight to rescind the decision.

In a letter to Mr. McKnight, CAUT President John Evans called the funding cap "a betrayal of the federal government's commitment to native students." Prof. Evans noted the irony in the issue arising "just at the moment when the South African government has made its cynical offer to educate Canadian native students."

The PSEAP has provided full financial assistance to registered Native post-secondary students since its inception in 1973. Until the 1986/87 fiscal year, all Registered Indian and Inuit students accepted into a post-secondary institution, or post-secondary preparation program, were eligible for assistance. During 1986, a cap was put on the program's budget, thereby limiting the number of students who could benefit from it, and in May 1987, further restrictions to eligibility were announced.

Government involvement in higher education funding for native people dates back to 1972 when the National Indian Brotherhood presented a policy paper, entitled *Indian Control of Indian Education*, to the Minister of Indian Affairs and Northern Development. In 1973, the Minister approved the paper's proposals and committed the Department of Indian Affairs and Northern Development (DIAND) to carrying them out. Regarding post-secondary education, the paper says:

> Considering the great need there is for professional people in Indian communities, every effort should be made to encourage and assist Indian students to succeed in post-secondary studies . . . Assistance should take the form of generous federal financial support . . . Those who have the motivation and talent to do post-graduate studies, should receive total financial assistance . . . each request for financial assistance to post-secondary or post-graduate studies should be judged on its own merits, and not by general administrative directives.

By the early 70's, when it became evident that the number of potential students was growing, DIAND drew up guidelines for the PSEAP. The guidelines, known as the

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Photo: University of Regina

Students at U. of Regina: funding cap threatens to keep qualified students out of system.

CANADIAN ASSOCIATION OF UNIVERSITY TEACHERS
ASSOCIATION CANADIENNE DES PROFESSEURS D'UNIVERSITÉ

CAUT ACPU bulletin

October/octobre 1987
Vol. 34, No. 8

Collective bargaining co-op stage two of CAUT reform

by Donald C. Savage
CAUT Executive Secretary

The second part of the CAUT constitutional reform plan took shape at the CAUT Council meeting in September when the Council approved the creation of the CAUT Collective Bargaining Co-operative.

In May the Council had approved a major overhaul of the CAUT constitution and fee schedule. At that time it restructured CAUT so as to abolish the CAUT Board, to cause the CAUT Council which is formed of all faculty association and union presidents across the country to meet three times a year, and to create a small executive to direct matters between Council meetings. It defined the core services of CAUT which would be extended to all member associations as being the defence of academic freedom and equality within the university, lobbying, the provision of statistical materials particularly on salaries, and international relations. It mandated a progressive three-year reduction in the CAUT mill rate from 1.92 to 1.3.

During that debate it had also passed a by-law creating the CAUT Collective Bargaining Co-op. The purpose was to ensure that there was a national vehicle for collective bargaining under the control of those involved and paid for by them.

The by-law specified that all faculty associations which had legal bargaining rights under labour legislation or through a special provincial statute as in Alberta were members and that others could join if they wished. Members of the Co-op could resign if they so desired without any financial obligation to the new body provided they did so by February 1988. The May Council also created a committee to call the first meeting of the Co-operative and to propose a constitutional structure for it. The members of this com-

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Création de la coopérative de négociation collective

par Donald C. Savage
Secrétaire général de l'ACPU

La deuxième partie du projet de réforme constitutionnelle de l'ACPU a pris forme durant l'assemblée de septembre du Conseil de l'ACPU, lorsque ce dernier a approuvé la création de la Coopérative de négociation collective.

En mai, le Conseil avait approuvé une révision importante des statuts et du barème des cotisations de l'ACPU. A ce moment, il avait restructuré l'ACPU en abolissant le Bureau de direction de celle-ci, en prévoyant la tenue de trois assemblées annuelles du Conseil de l'ACPU, formé de l'ensemble des présidents des associations et des syndicats de professeurs d'université de tout le pays, et en mettant sur pied un comité de direction restreint ayant pour tâche d'assurer la direction des affaires entre les assemblées du Conseil.

Il avait de plus défini les services de base auxquels auraient droit toutes les associations membres de l'ACPU comme étant la défense de la liberté et de l'égalité au sein de l'université, le lobbying, la diffusion de documents statistiques portant notamment sur les salaires, et les relations internationales.

Il avait également ordonné une réduction progressive de 1,92 à 1,3, au cours d'une période de trois ans, du taux au mille de l'ACPU. Durant ce débat, il avait aussi adopté un statut créant la Coopérative de négociation collective de l'ACPU, avec comme objectif d'assurer la présence d'un organisme national de négociation collective contrôlé et financé par les personnes concernées. Le statut précisait que toutes les associations de professeurs d'université bénéficiant, en vertu du droit du travail ou par l'intermédiaire d'une loi provinciale spéciale comme en Alberta, d'un droit légal de négociation faisaient partie de la Coopérative, et que d'autres associations étaient libres d'y adhérer. Les membres de la Coopérative pouvaient s'en retirer s'ils le désiraient sans pour autant avoir contracté d'engagements financiers à l'égard du nouvel organisme, à la condition de le faire avant février 1988.

L'assemblée de mai avait également mis sur pied un comité ayant pour rôle de convoquer la première réunion de la Coopérative et de proposer pour celle-ci une structure constitutionnelle. Ce comité était composé des professeurs Bob Rodger (Dalhousie), Paul Dussault (Ottawa), Elizabeth Caskey (UCB), Sandra Zuk (Winnipeg) et George Fritz (Calgary).

Le comité organisateur a convoqué une réunion des associations de professeurs d'université intéressées pour la journée précédant l'ouverture du Conseil afin qu'y soient discutés et approuvés les statuts de la Coopérative. Un grand nombre d'associations y ont participé. On a discuté des statuts durant toute la journée, pour en fin de compte les approuver à une majorité écrasante et recommander leur adoption par le Conseil de l'ACPU.

Deux jours plus tard, le Conseil a approuvé intégralement les statuts de la Coopérative qui lui avaient été recommandés. Les nouveaux statuts sont basés sur la très efficace Caisse de défense de l'ACPU, dont les membres ont recueilli plus de 2 millions de dollars devant servir au versement d'indemnités en cas de grève ou de lock-out. On y prévoit la mise sur pied d'un Bureau de direction composé d'un représentant de chacune des associations membres de la Coopérative. Les scrutins font l'objet d'une pondération,

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CAUT Bulletin
ISSN 0007-7887

Editor: Helen Baxter
Advertising and Circulation: Liza Duhaime
Published by the Canadian Association of University Teachers; 75 Albert Street, Suite 1001, Ottawa, Ontario, K1P 5E7 (613) 237-6885

Executive Secretary: Donald C. Savage
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CAUT Guidelines and Policy Statements are labelled as such.
•Average total distribution: 26,000.
The CAUT Bulletin is published 10 times during the academic year: the first of each month, September through June. Closing dates for receipt of advertising: 13 working days prior to publication date. No cancellations will be accepted after closing date. Advertisements which state a final date for submission of applications for a post that is less than thirty (30) days after the date of publication cannot be accepted.

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Annual subscription (Cdn. funds): Canada $20; United States $25; other countries $30
Printed: Performance Printing, Smiths Falls, Ont.

Le Bulletin de l'ACPU
ISSN 0007-7887

Rédactrice: Helen Baxter
Annonces et tirage: Liza Duhaime
Publié par l'Association canadienne des professeurs d'université, 75, rue Albert, suite 1001, Ottawa, Ontario K1P 5E7 (613) 237-6885

Secrétaire général: Donald C. Savage
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•Diffusion totale moyenne: 26,000.
Le Bulletin de l'ACPU paraît 10 fois au cours de l'année scolaire: le 1er de chaque mois septembre à juin. Délai de réception des annonces: 13 jours ouvrables au moins avant la date de publication. Il ne sera pas accepté d'annulations après la date limite. Pour toute annonce d'ouverture de poste, un délai minimum de 30 jours sera exigé entre la date de parution du journal et la date limite d'application de ce poste. L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état conjugal, de situation familiale, d'ethnicité, d'handicap, de préférences sexuelles, d'origine sociale ou de convictions ou d'attaches politiques. Là où il existe des raisons fondées faisant exception à la politique générale, il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Abonnement annuel (monnaie can.): Canada $20; États-Unis $25; autres pays $30.
Imprimeur: Performance Printing, Smiths Falls, Ont.

CAUT comments/Commentaires de l'ACPU

Native education — Ottawa retreats

by John Evans

The federal government has decided to cut back its funding of native students in postsecondary education. This September has seen the first qualified native students denied financial support by Ottawa. The full details can be found in an article elsewhere in the *Bulletin*. For some time Ottawa has been trying to unload its responsibilities in this area on the provinces. This has not been a successful manoeuvre. Now the federal government has simply decided that it will cut back. This decision is outrageous and should be repealed.

Furthermore, during the summer Ottawa harassed Indian students whose parents had been reintegrated on the reserves as a consequence of federal legislation and who had been promised funding for their education over and above the general funds allocated to Indians and Inuit in the past. The federal government had cash flow problems, it said, and was not sure that it could support these students. Cash flow problems indeed.

It is remarkable that Ottawa should implement this plan just when the Pope has made his spectacular visit to Fort Simpson and when the South African government has made its cynical offer of educational places for native Canadian students. Maladroit would be the most charitable adjective.

The federal government is responsible for native education. It assumed the financing of native students in postsecondary education in the seventies. It associated itself with the National Indian Brotherhood's policy paper on Indian education which called for every effort to be made to encourage Indian students to succeed in postsecondary education studies. That policy was codified by Ottawa in 1977 and was stated to be ". . .designed to encourage Registered Canadian Indians and Inuit to acquire university and professional qualifications. . ." It would appear that so long as only a handful of native students were involved, the federal government was prepared to assist and to take credit. But now the Minister says that there are too many of them and his officials talk of sound business management in the department. What cynicism and what a commentary on our society.

The Council of CAUT deplored these actions at its most recent meeting. The Minister was aware that the issue was going to be discussed but did not deign to explain or to justify the position of the government.

Éducation des autochtones — Ottawa recule

par John Evans

Le gouvernement fédéral a décidé de réduire l'aide financière qu'il accorde aux étudiants autochtones poursuivant des études postsecondaires. La rentrée scolaire de cette année a vu les premiers étudiants autochtones qualifiés se voir refuser l'aide financière du fédéral. Un article sur le sujet dans le présent numéro explique davantage la situation. Le gouvernement fédéral, depuis quelque temps, essaie de déléguer aux provinces ses responsabilités en ce domaine. La manoeuvre n'a pas très bien réussi. Le gouvernement a donc tout simplement décidé de réduire son aide financière. Cette décision est scandaleuse et devrait être annulée.

De plus, le gouvernement fédéral a harcelé pendant l'été les étudiants autochtones dont les parents avaient réintégré les réserves à la suite de la loi fédérale et à qui on avait promis pour leurs études une aide financière supérieure à celle que l'on avait versée aux Indiens et aux Inuit par le passé. Le gouvernement avait alors invoqué des problèmes de trésorerie et n'était pas certain qu'il pourrait subventionner ces étudiants. Des problèmes de trésorerie mon oeil.

Le geste d'Ottawa, fait remarquable, coïncide avec la visite spectaculaire du pape à Fort Simpson et à l'offre cynique du gouvernement sud-africain d'accepter des étudiants autochtones canadiens dans les universités sud-africaines. On pourrait qualifier ce geste de maladroit, ce qui est très charitable.

L'éducation des autochtones relève du gouvernement fédéral. Dans les années soixante-dix, il subventionnait les études postsecondaires des autochtones. Il s'est associé au document d'orientation de la Fraternité des Indiens du Canada sur l'éducation des Indiens qui demandait de ne ménager aucun effort pour encourager les étudiants Indiens à réussir leurs études postsecondaires. En 1977, le gouvernement fédéral codifiait cette ligne de conduite visant à encourager les Inuit et les Indiens inscrits canadiens à acquérir des compétences professionnelles et universitaires. Il semblerait, toutefois, que tant qu'ils n'étaient pas nombreux, le gouvernement fédéral était disposé à les aider et en prendre le mérite. Cependant, le ministre prétend maintenant qu'ils sont trop nombreux et ses hauts fonctionnaires parlent de gestion saine du ministère. Quel cynisme et quelle observation de notre société.

Lors de sa dernière assemblée, le Conseil de l'ACPU a déploré cette décision. Le ministre était conscient que la question allait être débattue mais n'a pas daigné expliquer ou justifier la position du gouvernement.

Censured Administrations

Censure means that CAUT has concluded that a university administration has breached one or several of the fundamental principles of academic freedom and governance which CAUT believes to be indispensable to the proper functioning of a university. It also means that the university administration has resisted all reasonable suggestions from CAUT for a resolution of the dispute. Censure is a notice to all members of CAUT that they should inform themselves, in their dealings with a censured administration, of the issues involved in the censure. In particular, CAUT members are asked not to accept appointments at a censured university; not to accept invitations to speak or attend academic conferences at a censured university; and not to accept any distinction or honour that might be offered by a censured administration. Faculty members employed at a university whose administration is under censure are asked to support and assist efforts to convince the administration of the necessity for a settlement of the dispute. Advertisements for positions vacant in universities under censure are not carried in the *CAUT Bulletin*.

CAUT recognizes, of course, that censure imposes a burden on members of the academic staff and students at censured universities. It is the view of the association, however, that censure, and the sanctions associated with it, is necessary both to publicize the unsatisfactory conditions which exist in the censured university and to persuade the censured administration that it should adhere to standards now widely accepted in the Canadian academic community.

The following administrations are under CAUT censure:

President and Board of Governors, University of Calgary (1979)

Censure was imposed because of the circumstances surrounding the decision not to renew the appointment of a member of the Faculty of Medicine when his appointment at an associated teaching hospital was terminated and because of a University regulation imposing a quota on the proportion of faculty members who may hold tenured appointments.

President and Board of Regents, Memorial University of Newfoundland (1979)

Censure was imposed when the appointment of a member of the School of Social Work was not renewed under circumstances which suggest that her political views were unacceptable to the University administration and when the administration and Board of Regents was unwilling to agree to a fair procedure to determine whether the faculty member had been fairly treated.

Full information on the above censures is available on request.

À la rédactrice/To the editor

Speaks outside proper sphere

The following is the text of a letter from Prof. S.F. Kaliski of the Department of Economics at Queen's University to Prof. David Holden, president of the Queen's University Faculty Association. The letter is published here at the request of Prof. Kaliski. Following it is CAUT's response and the response of the executive committee of the faculty association.

****

Dear Professor Holden:

I have had no reply to my memo to you of May 13. Neither have I had any direct notice regarding the outcome of the recent mail ballot on divestment. I understand, however, that it has been reported to Senate that, on behalf of the Association, you have written to the Principal concerning this matter.

I am, therefore, writing to resign from the Association. Having been a member of this, or one other, Faculty Association for some thirty years, I do so with some regret. I first joined QUFA in the 1950s because I believed that the CAUT was doing badly needed work in safeguarding academic freedom. I still believe it is fulfilling that function. While I have not always agreed with stands taken by QUFA or by CAUT, or felt that they were to my advantage, I was content to abide by majority decisions, so long as they remained within those bodies' proper sphere. In my opinion this latest decision is well outside it.

I should stress that I am not either writing you or resigning to express my views about divestment. Indeed, in your official capacity, I am not prepared to discuss such matters with you. I looked to the Faculty Association and the CAUT to protect and advance my interests as an academic and an employee of this University. I most definitely do not want them to speak for me on issues outside this sphere, including those of politics, ethics, or ideology. I belong to other organizations for such purposes and know of yet others that I could join. If it is a condition of membership that the Association is

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Letters policy

The *CAUT Bulletin* welcomes letters to the editor. Letters must be signed, typed, double-spaced and the length must not exceed 400 words. The editor reserves the right to shorten letters as necessary.

President's message/ Le mot du président

by/ par John Evans

The beginning of September is a busy time of year for academics. The hassle of registration and the first shock of seeing quite how many students have over-enrolled in one's class is sufficient to put anybody in a bad mood. Given these circumstances we owe a vote of thanks to those who met at the recent founding meeting of the Collective Bargaining Cooperative and at the September Council. A lot of work was accomplished, including a detailed discussion of the constitution of the Co-op and the tedious, but necessary, task of going over the fine details of the changes to the by-laws.

The person elected to be the first Chair of the Co-op is Bob Rodger from Dalhousie. He chaired the Steering Committee that brought to the meeting the proposed constitution and by-laws for the Co-op. The hard work carried out over the summer will have to be repeated many times this fall. I am convinced that the academic staff of Canada need a national as well as local organization for this function. There is plenty of work to be done and we would all benefit from sharing our understanding and skills. Within the scope of the Co-op's constitution there is the opportunity for locals to join. I want to encourage as many as possible to do so. Apart from the real strength it will give us, we do not want to indicate at this juncture that we cannot find the will to cooperate.

The establishment of the Co-op has entailed the sunsetting of our Collective Bargaining and Economic Benefits Committee. This has been a recent melding of two previous committees that have a long history within CAUT. The functions that they served will continue to be performed under the aegis of the association, although some of them will only be carried out within the Co-op. The academic staff across the country have benefitted enormously from the years of effective work that members of these committees have contributed.

Council always considers a huge array of information. In September there was a report from an OECD conference on the topic of measuring productivity in universities and an account of recent developments in the United Kingdom. Both topics could be of considerable importance to Canadian universities in the next few years. It is clear that the senior bureaucrats who deal with education are conferring on the ways to limit the control that universities exercise over their own affairs.

It will be necessary for all of us to see to it that our story is presented across the country.

The manner in which the Thatcher government has precipitated financial crises in the universities and then used the solutions to the crises as tools to reshape the autonomy of the universities and the relationship between government and universities is frightening. In the United Kingdom it has taken some time for those who have failed to obtain a place at university, or their families, to make any strong political point to the government. There is no simple comparison with the Canadian scene. However, the ease with which the politicians transport rhetoric from one jurisdiction to another suggests that we will see more of this type of argument in the future.

At the end of this month the National Forum on Post-Secondary Education will be held in Saskatoon. It will provide a great opportunity for academics to put forward their own views in one place. The information reaching the public at large will be provided by the mass media. It will be necessary for all of us to see to it that our story is presented across the country and that there are willing hands to write letters to newspapers and to talk to friends in the media. For an articulate, not to say wordy, profession, academics are often too reticent about expressing their views.

During the same period National Universities Week will raise the public's awareness of the universities and their importance in this country. It will be a grand opportunity to let people outside the universities know how successful we have been in spite of the dreadful underfunding, how that success has been achieved by the great hard work of academics and their students, and how necessary it is for the future that those who would benefit from a university education have access to one.

Les premiers jours de septembre sont, pour les universitaires, une période très occupée. La pagaille de l'inscription et la constatation que trop d'étudiants se sont inscrits dans le même cours suffisent à rendre n'importe qui de mauvaise humeur. Malgré ces inconvénients, nous devons remercier ceux qui ont participé à la réunion de fondation de la Coopérative de négociation collective et à l'assemblée de septembre du Conseil. Les réunions ont été très fructueuses. On a discuté longuement des statuts de la Coopérative et on s'est attaqué à la tâche ennuyeuse mais combien nécessaire de revoir les menus détails des amendements aux règlements.

Le premier président élu de la Coopérative est Bob Rodger de l'Université Dalhousie. C'est lui qui a présidé le comité de direction qui a apporté à la réunion le projet de statuts et de règlements de la Coopérative. Il faudra répéter de nombreuses fois cet automne les efforts fournis pendant l'été pour mettre sur pied la Coopérative. Je suis convaincu que les universitaires canadiens ont besoin d'une association nationale et locale à cet égard. Il y a beaucoup de travail à abattre et nous profiterons tous de l'échange de nos connaissances et de nos compétences. Les statuts de la Coopérative permettent aux associations locales de participer à cet effort collectif. Je voudrais encourager le plus grand nombre possible d'associations à le faire. Outre cette force véritable que nous en tirerons, nous ne voulons pas donner l'impression, à ce moment-ci, que nous ne pouvons pas trouver la volonté de collaborer.

La mise sur pied de la Coopérative a sonné le glas du Comité de négociations collectives et des avantages économiques. Ce comité est né du fusionnement de deux anciens comités qui ont une longue histoire au sein de l'ACPU. L'association continuera à offrir leurs services bien que certains ne relèveront que de la Coopérative. Les universitaires canadiens ont profité énormément du travail efficace des membres de ces comités au cours des ans.

Le Conseil se penche toujours sur une quantité imposante d'information. A l'assemblée de septembre, on a examiné le rapport de la conférence de l'OCDE sur l'évaluation de la productivité dans les universités et un compte rendu de faits récents au Royaume-Uni. Ces deux questions pourraient être considérablement importantes pour les universités canadiennes au cours des prochaines années. De toute évidence, les hauts fonctionnaires qui sont responsables de l'éducation s'entretiennent sur les moyens de limiter le contrôle que les universités exercent sur leurs propres affaires. La façon dont le gouvernement Thatcher a précipité la crise financière des universités et s'est ensuite servi des solutions à ces crises pour réorganiser l'autonomie des universités ainsi que les relations entre le gouvernement et les universités est plutôt effrayante. Au Royaume-Uni, ceux qui n'ont pas pu s'inscrire à l'université, ou leur famille, ont mis du temps à sensibiliser le gouvernement au problème. Cette situation ne se compare pas à celle du Canada. Toutefois, la facilité avec laquelle les politiciens se rejettent la balle d'un palier à l'autre suppose que nous ne sommes pas au bout de nos peines.

Il nous faudra nous mobiliser pour veiller à ce que notre point de vue soit communiqué partout

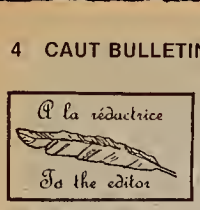
Le Colloque national sur l'enseignement postsecondaire se tiendra à Saskatoon à la fin du mois. Les universitaires jouissent ainsi d'une occasion splendide de faire part de leur point de vue sur une même tribune. Les médias informeront le grand public. Il nous faudra donc nous mobiliser d'un bout à l'autre du pays pour veiller à ce que notre point de vue soit communiqué partout et à ce que des volontaires écrivent aux journaux ou parlent à leurs amis dans les médias. Les universitaires, qui de par leur profession, doivent bien s'exprimer, sont souvent réticents à émettre leur opinion.

La semaine nationale des universités aura également lieu au même moment, ce qui sensibilisera les gens à l'importance qu'elles revêtent au Canada. Ce sera une belle occasion de montrer à la population dans quelle mesure les universités ont bien réussi malgré un sérieux sous-financement, comment cette réussite s'est accomplie grâce au travail acharné des universitaires et de leurs étudiants et jusqu'à quel point il est important pour l'avenir que ceux qui profiteraient d'une formation universitaire puissent y avoir accès.

L'Université Sainte-Anne
sollicite
des nominations ou des candidatures
au poste de RECTEUR

Fondée en 1890, l'Université Sainte-Anne, la seule université francophone en Nouvelle-Ecosse, offre des diplômes en lettres, pédagogie, commerce, administration, sciences, sciences de secrétariat ainsi que des programmes professionnels, de formation des métiers, et d'immersion linguistique. Les programmes de cette institution de taille modeste assurent aux étudiant(e)s non seulement une culture sérieuse de base mais une compétence dans les deux langues officielles du Canada. L'université maintient un important service d'extension avec de nouveaux programmes d'éducation à distance, un centre de ressources pédagogiques, une télévision communautaire, des presses universitaires, et offre d'autres services à la communauté dans le cadre de la Société de Logement et de l'Institut de Développement Communautaire.

Le Recteur est le principal administrateur de l'Université
Entrée en fonction le premier juillet 1988
Toute nomination ou candidature doit être reçue
avant le 15 novembre 1987 et addresée au:
Secrétaire, comité de candidature
Université Sainte-Anne
Pointe-de-l'Eglise (Nouvelle Ecosse)
B0W 1M0



SPHERE----------2

free to speak on my behalf on any matter it chooses, I find that condition totally unacceptable. The prospect of the Association taking action which might impair my pension, which it was created to protect, in order to serve an ideology, which is none of its business as an organization, I find totally bizarre.

S.F. Kaliski
Queen's University

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Editor's response:

The 1986 CAUT Council approved the following motions:

THAT CAUT urge all its local associations to:

a) divest any holdings they might have in companies and banks with direct investments in South Africa;

b) urge their respective boards of governors, pension fund trustees and others with control over university investments to

1) make no further investments in companies and banks with direct investments in South Africa;

2) establish and initiate procedures for divesting any current holdings in such companies and banks;

THAT CAUT funds be deposited only with chartered banks that do not have direct investments in South Africa; and

THAT CAUT urge all CAUT trust fund trustees to adopt the same policy.

THAT Council authorize the maintenance by CAUT of an information centre on South Africa divestments.

These motions are consistent with the CAUT policy, over many years, of protesting infringements of academic freedom in foreign countries. CAUT has been monitoring events in South Africa. An article on academic freedom in that country was commissioned and appeared in the January 1986 edition of the *Bulletin*. The situation in South Africa appeared to be so serious that a strong policy was warranted. The Council will be considering at its September meeting a proposed statement which encourages Canadian faculty members to be cautious when they visit South African universities or when they involve representatives of the South African government in classroom situations in Canadian universities.

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Response of the Executive Committee of the Queen's University Faculty Association:

The Queen's University Faculty Association does not normally take a stand on "political issues," though we recognize that there are "political issues" related to the academic community or the University in which we become involved. For example, the Association has an interest in such clearly "political issues" as the employment of non-Canadians in our universities and the level of government funding to post-secondary education. The Association is not a "political organization" but it will continue to be involved in political issues related to the academic community.

The Association became involved in the issue of divestment from South Africa only after the Queen's University Senate and Board of Trustees had taken positions. Further, the Canadian Association of University Teachers had passed a motion supporting divestment and had urged local associations to take similar positions. The CAUT position apparently reflected concerns over the infringement of academic freedom in South African universities.

In view of the fact that divestment was already clearly a "Queen's University issue," it was considered appropriate to poll the membership and publicize the results. The ballot results were announced with a clear indication of the response rate; individuals can draw their own conclusions from the results.

The Executive of QUFA decided to poll its membership on the question of divestment and to hold a public meeting in order to give our members an opportunity to express their views on this very important matter. There has been vigorous discussion and debate within the Queen's community for over a year on this subject. The results of the ballot do not purport to be "official" QUFA policy, but do reflect the views of the QUFA members who responded to the poll.

The ballot results are in no way binding on the University and in particular have no influence on the Queen's Pension Fund. At the present time, the Queen's Pension Fund cannot legally divest or otherwise engage in "socially responsible investing." The Pension Board must continue to invest in a way which considers only financial concerns, though proposed Ontario legislation may in the future allow for divestment. Under these proposals, a majority of members of the Fund representing a majority of the assets would have to support divestment. In keeping with the wishes of its membership, the QUFA Executive Committee is currently reviewing its banking practices in order to ensure that its business is being conducted at institutions with no direct investments in South Africa.

The membership of the Association is about 600 active faculty members while about 2,800 Queen's present and past faculty and staff are members of the Queen's Pension Plan.

CAUT urges professors to avoid appearance of supporting S.A.

by Helen Baxter
Bulletin Editor

The CAUT has cautioned Canadian professors attending academic functions in South Africa that they may be giving the appearance of supporting the South African government and its policy of apartheid.

At its September meeting, the CAUT Council approved a policy statement designed to address the problem of academic relations with South African universities and with South African government officials in Canada.

The Statement is as follows:

□When Canadian academic staff consider the possibility of visiting South Africa they should carefully consider the extent to which their participation in academic symposia or other activities will be regarded as a tacit, if not explicit, endorsement of the Government of South Africa, and/or its policy of apartheid. In particular, they should not participate in any activities from which non-white South Africans are excluded.

□When Canadian academic staff consider involving representatives of the South African Government in classroom situations or symposia, they should realize that participation of South African representatives will be regarded as a tacit, if not explicit, endorsement of the Government of South Africa and/or its policy of apartheid.

The policy statement was the latest in a series of measures the CAUT has taken regarding South Africa and apartheid over the past several years.

In 1985, the CAUT Board approved correspondence with South African President P.W. Botha which protested the arrest of Anthony Heard, editor of the Cape Town newspaper for publishing an interview with Oliver Tambo of the African National Congress.

In 1986 the Council unanimously passed a motion urging all local associations to divest any holdings they might have in companies and banks with direct investments in South Africa. It also asked all locals to urge their respective boards of governors, pension fund trustees and others with control over university investments to make no further investments in companies and banks with direct investments in South Africa and to establish and initiate procedures for divesting any current holdings.

The CAUT was also authorized by the 1986 Council to maintain an information centre on South African divestments. The CAUT central office is now able to provide on request up-to-date information on recent divestment decisions in North American colleges and universities, on transnational corporations which have divested and on corporations which retain investment links with South Africa.

In May 1987, the CAUT Council passed a motion condemning police action at the Universities of Cape Town and Witwatersrand and sent a protest to the South African government.

Through the years, the CAUT has also acted in cooperation with Amnesty International to protest treatment — including detention, torture and banishment — of various university academic staff members and students by the South African government.

Canadian universities which have so far divested their holdings in companies and banks with direct investments in South Africa include McGill, Carleton and Queen's.

Students and faculty from Rhodes University gather on campus to protest political situation.

Red tape prolongs disease

I found the letter of Dr. Patrick L. McGeer to the *Globe and Mail,* recently reprinted in the *CAUT Bulletin* (September 1987) rather interesting. He argued that a fundamental change in government spending priority is required, and that bureaucrats are supposed to help guard health, but their red tape often prolongs disease.

It seems to me that it was only recently that, while as a provincial Minister in Bennett's government, Dr. McGeer created some difficulty for the University of British Columbia, which led to the exodus of many top scientists to the U.S. and other Canadian universities.

As clearly demonstrated in your report on the space programme in Canada after years of underfunding, the government all of a sudden decided to spend $824 million between now and 1991. With a current critical shortage of space scientists and engineers in Canada, I wonder how the government is planning to get the necessary manpower to carry out the work. I guess we will have to import second-class scientists and engineers from elsewhere, mainly because top researchers are not likely to be attracted by the short-term, unstable funding policies of our governments. We need to produce our own top scientists in our own universities. Bringing in the types of destructive, demoralizing measures to the universities as the previous Bennett government did in British Columbia, is not going to help to improve our universities.

Through the *CAUT Bulletin,* we have been informed of the difficulties the universities in B.C. went through during the Bennett (McGeer) administration. I wonder whether the situation in B.C. has improved since the changeover of the government. I am also interested in knowing the net results of what Dr. McGeer did for the University of British Columbia while serving as a provincial minister. Specifically, whether he helped to establish any government policies to improve funding towards the universities in B.C.? I think congratulations to Dr. McGeer might be in order if he indeed promoted the advancement of science during his tenure as a bureaucrat. I am sure other readers of the *Bulletin* would be interested in reading the CAUT assessment on this matter.

R.M.K.W. Lee
Dept. of Anaesthesia
McMaster University

Is big beautiful?

My research field of advanced materials seems to have at last risen to the top of the priority heap, here and elsewhere, so perhaps the benefit of an experience long enough to worry me might now be appropriate. After all,

See RESEARCH/6

Que les professeurs réfléchissent avant d'aller en Afrique du Sud

par Helen Baxter
rédactrice du Bulletin

L'ACPU a averti les professeurs canadiens que s'ils participaient à des activités universitaires en Afrique du Sud, ils pourraient donner l'impression d'appuyer le gouvernement sud-africain et sa politique d'apartheid.

A son assemblée de septembre, le Conseil a approuvé un énoncé de principes visant à régler le problème des relations de nos universitaires avec les universités sud-africaines et avec les diplomates sud-africains en poste au Canada.

Voici les termes de l'Enoncé:

□Si des universitaires canadiens songent à se rendre en Afrique du Sud, ils doivent se demander sérieusement dans quelle mesure leur participation à des symposiums ou à des activités universitaires sera considérée comme une approbation tacite, voire explicite, du gouvernement d'Afrique du Sud et de sa politique d'apartheid. En particulier, ils doivent veiller à ne pas participer à des activités dont sont exclus des Sud-africains non blancs.

□Si des universitaires canadiens envisagent d'inviter des représentants du gouvernement sud-africain dans des classes ou à des symposiums, ils doivent être conscients que la participation des représentants sud-africains sera considérée comme une approbation tacite, voire explicite du gouvernement d'Afrique du Sud et de sa politique d'apartheid.

L'énoncé de principes s'ajoute à un train de mesures que l'ACPU a prises en ce qui concerne l'Afrique du Sud et l'apartheid depuis plusieurs années.

En 1985, le Bureau de direction de l'ACPU a approuvé l'envoi de lettres adressées au président P. W. Botha pour protester contre l'arrestation de Anthony Heard, rédacteur

Voir AFRIQUE/5

CAUT protests govt. cap on native funding

FROM COVER STORY

E-12 Circular, were authorized by the Treasury Board in 1977. Prior to that, funding was provided on an ad hoc basis and those who applied for financial assistance received it. At that time, however, very few native students went on to post-secondary studies.

The purpose of the E-12 Circular was to state the policy of DIAND regarding post-secondary educational assistance for status Indians and Inuit. The program was "designed to encourage Registered Canadian Indians and Inuit to acquire university and professional qualifications, so that they become economically self-sufficient and may realize their individual potentials for contributions to the Indian community and Canadian Society."

Since the institution of the PSEAP, however, a critical difference has emerged between the First Nations' and the federal government's interpretations of the responsibility of the federal government for the post-secondary education of status Indians.

According to the Assembly of First Nations, post-secondary education is a matter of right, whether it be a treaty and aboriginal right, or a fiduciary trust responsibility of the Federal government.

The position of the First Nations originates from promises in treaties for "education" for aboriginal peoples - promises which did not specify whether education meant elementary, secondary, as well as post-secondary education.

The federal government bases its position towards post-secondary education on the Indian Act, which makes only on-reserve education of six to 17-year-olds a federal government responsibility.

The Nielsen Report of 1985, which examined through study teams government programs in operation at the time the present government came into power, says that full assistance to status Indians is not a stated constitutional responsibility.

The implication is that financial assistance for post-secondary education is only generosity on the part of the government.

It appears that the difference between the First Nations' and federal government's positions has only recently been recognized within the government.

The Neilsen report stated that academic upgrading and basic skills development were of more importance than post-secondary programs for the Indian population. The study team recommended that direct federal support to Indian students should be made available on the same basis as for all Canadians via both federal and provincial student aid plans, with the provinces being reimbursed for their support of Indian students.

Le Conseil de l'ACPU a condamné les restrictions que le gouvernement fédéral a imposées au Programme d'aide à l'éducation postsecondaire pour les Indiens et les Inuit canadiens. Dans une motion adoptée à l'unanimité lors de son assemblée de septembre, l'ACPU déclare qu'elle déplore la décision du gouvernement de plafonner l'aide financière aux étudiants autochtones fréquentant des universités canadiennes. Elle invite le ministre des Affaires indiennes, M. Bill McKnight, à annuler la décision. Le président de l'ACPU, M. John Evans, dans une lettre adressée à M. McKnight, a reproché au gouvernement fédéral d'avoir trahi son engagement envers les étudiants autochtones. M. Evans a fait remarquer l'ironie de la situation survenant au moment où le gouvernement sud-africain venait cyniquement d'offrir de former les étudiants autochtones canadiens.

Le programme d'aide à l'éducation postsecondaire offre une aide financière totale aux étudiants autochtones inscrits au niveau postsecondaire depuis 1973, l'année de son entrée en vigueur. Depuis l'exercice financier 1986-1987, tous les étudiants Indiens et Inuit inscrits qui sont acceptés dans un établissement d'enseignement postsecondaire, ou dans un programme de préparation au postsecondaire sont admissibles au programme. En 1986, le gouvernement imposait un plafond au budget du programme, limitant ainsi le nombre d'étudiants qui pouvaient en profiter. En mai 1987, on annonçait d'autres restrictions à l'admissibilité.

The Post-Secondary Education Assistance Program

Until 1986/87, registered Indians or Inuit who had been accepted by an accredited university, college, CEGEP, or institute of technology, were eligible for funding from PSEAP. Students accepted into university and college entrance preparation programs were also eligible for assistance.

The program was designed to cover all expenses that might prevent a student from completing a course of study, with nine categories including training, special shelter, tuition, and travel allowances.

Assistance is available at undergraduate and graduate levels. Funding for attendance at foreign universities is also available, provided the program of study is not available at a Canadian university.

The E-12 Circular states no strict monetary limit to the assistance available to an individual student, but there is a limit in terms of the number of months of study for which a student may receive funding at each academic level, and for all post-secondary study in total.

Until the 1986/87 fiscal year, all eligible students applying to the program received funding. If the program ran out of money, DIAND went to the Treasury Board for more.

Enrolment in the program has grown from approximately 3,500 in 1977 to approximately 12,000 in 1987. According to DIAND, there are approximately 725 graduates each year, and the average annual cost per student is approximately $7,800. The program's budget has grown from approximately $8 million to approximately $94 million in the last ten years.

The DIAND figures for increases in students and expenditures in the 80's appear in the accompanying table.

Changes in PSEAP Policy

In April 1986, DIAND informed its regional offices that there would be an application deadline of November 1, 1986, for assistance for the 1986/87 fiscal year. According to DIAND, the intention was to announce well ahead of time that applications for 1986/87 would be taken up to November 1 and late applications would be referred to the following year. The reason given for the change was to assist the department in managing within its budgetary estimates.

DIAND's regional offices were directed to notify band offices, Department counsellors and post-secondary institutions of the deadline. The Assembly of First Nations says "the Regional officials did not inform the Indian Governments of such a directive until on or about the 1st day of November." One college received notification on November 13, and some did not receive notification at all. As a result, many students did not receive funding because they did not apply before a deadline of which they were not informed. At least one college program had to be cancelled because the students enrolled did not receive funding.

	Costs		Students*	
	Dollars (000,000)	Cumulative Percentage Increase	Full-time Equivalent**	Cumulative Percentage Increase
81/82 (actual)	25.1	—	4,445	—
82/83 (actual)	33.1	31.9	5,419	21.9
83/84 (actual)	42.0	67.3	6,616	48.8
84/85 (actual)	52.9	110.7	7,783	75.1
85/86 (actual)	69.9	178.5	9,483	113.3
86/87 (budget)	81.6	225.1	11,029	148.1
87/88 (budget)	93.7	273.3	—	—

*This does not include Bill C-31 students.
**A "Full-time Equivalent" is defined as a student enrolled in three courses for an eight-month period.
The estimated actual amount spent in 1986/87 was $87 million.
Source: Department of Indian Affairs and Northern Development Communique, May 14, 1987.
Information on Indian Post-Secondary Education Programs.

Changes to eligibility for the PSEAP have also been instituted. In May the Minister of DIAND, Bill McKnight, announced four further changes to the PSEAP, to be brought into effect in the 1987/88 fiscal year.

- Students must have been resident in Canada for 12 consecutive months before applying for assistance. There is no such requirement in the E-12 Circular.
- Graduate students will now receive the same allowance as other post-secondary students. Students who now receive special benefits will receive them for one more year only, and new students will not receive them at all. The E-12 Circular provides for special benefits in recognition of the increased incidental costs for post graduate students.
- Students will not be allowed to appeal if they have been refused assistance on the grounds that there are no funds available regionally. The E-12 Circular outlines an appeals process open to students who feel the guidelines have not been applied fairly.
- The major change to the program has come in the form of a limit to the funds available. The PSEAP budget is fixed for the fiscal year, and it will no longer be possible to apply to the Treasury Board for more funds if the actual demand for assistance is greater than forecast as has been done in the past. Accordingly, a priority list consisting of five student categories has been drawn up, with Indian and Inuit students who were enrolled in post-secondary studies in 1986/87 and continuing in 1987/88 heading the list. If funds run out early, eligible students in the lower categories, such as students beginning postgraduate studies or professional degree studies (category 4) will be left out.

The capping of funds for the PSEAP will have very serious effects on Indian post-secondary studies, especially in Ontario and British Columbia which have the highest Indian populations and the most successful secondary school systems for Indians (and hence the largest number of potential post-secondary students). Almost all Indian students who do not receive assistance will have no other way of attending a post-secondary institution.

Photo: U. of Regina

U. of Regina: will native students be shut out of system?

In August 1987, Liberal Indian affairs critic Keith Penner predicted in the House of Commons that only students in priorities one and two will receive funding in 1987/88. Eligible high school graduates, mature students enrolling for the first time, students beginning law, medicine and education degrees, and any student who has dropped out for any reason whatsoever, will not receive assistance.

The capping of PSEAP funds will probably have little or no effect on Inuit students given that there are very few secondary schools in the north and programs which once enabled Inuit students to attend high schools in Winnipeg and Ottawa have been discontinued. As a result, there are not enough Inuit post-secondary students currently enrolled, nor enough potential post-secondary students, to have any applicant refused PSEAP funding by regional offices as a result of capping.

The changes in policy regarding the PSEAP have been rejected by the Assembly of First Nations (AFN), which says it intends to co-ordinate a national pressure campaign to reverse the capping of funding. The AFN underlines the fact that in April 1985 the Prime Minister said policies affecting aboriginal people would be made only in consultation with the people concerned. There has been no consultation over the current policy changes to PSEAP, although DIAND suggests that the current measures are temporary, to be used until changes can be developed with the input of Indian leaders.

The policy changes have also been questioned in the House of Commons, and in the Standing Committee on Aboriginal Affairs and Northern Development. In August 1987 Mr. Penner said in the Commons that the case put forward by the Minister of DIAND "is that the participation rate of this program has grown. Ten years ago there were 3,500 eligible students in this Indian post-secondary education program, and today there are 12,000. The costs have grown from $8 million to $93.7 million. That is the beginning and that is the end of the Minister's case."

AFRIQUE----------**4**

en chef du journal Cape Town. Il avait publié une entrevue avec Oliver Tambo du Congrès national africain. En 1986, le Conseil a adopté avec unanimité une motion qui invitait fortement les associations locales à retirer tous leurs avoirs des compagnies et des banques qui investissent en Afrique du Sud. Il leur a également demandé d'inciter le conseil d'administration de leur université, les administrateurs de leur régime de pension et ceux qui gèrent les investissements de l'université à ne plus investir dans les banques et les compagnies qui investissent directement en Afrique du Sud ainsi qu'à élaborer et à mettre en oeuvre des mesures pour retirer les avoirs actuellement placés.

De plus, le Conseil, à son assemblée de 1986, a autorisé l'ACPU à offrir un centre de renseignements sur les désinvestissements. Le secrétariat de l'ACPU peut maintenant vous fournir, sur demande, des renseignements à jour sur les collèges et les universités nord-américaines qui ont décidé récemment de ne plus investir en Afrique du Sud, sur les sociétés transnationales qui n'y investissent plus et sur les compagnies qui y maintiennent leurs investissements.

Lors de son assemblée tenue en mai 1987, le Conseil de l'ACPU a adopté une motion qui condamnait l'intervention de la police aux universités de Cape Town et de Witwatersrand. Il a fait parvenir au gouvernement sud-africain une lettre de protestation.

Depuis des années, l'ACPU collabore avec Amnistie Internationale pour protester contre les mauvais traitements, comme la détention, la torture et le bannissement, infligés par le gouvernement sud-africain aux universitaires et aux étudiants.

Les universités McGill, Carleton et Queen's figurent parmi les universités canadiennes qui ont retiré leurs avoirs des compagnies et des banques qui investissent directement en Afrique du Sud.

À la rédactrice
To the editor

RESEARCH ---------- 4

once the opportunistic organization men get done with it, the field will possibly still be on top — but I might well be back at the bottom.

As a technical community we mostly view the Pentagon's antics in procurements as somewhere between amusing and tragic, depending on the issue. I'm sure we've also all read "Guns of August" with much mental tut-tutting about the general folly of large armies. But as a research community, I think we're collectively guilty of committing exactly the same mistakes. And never more so than in the advanced materials business where the keyword ought to be diversity.

It is very fashionable to assemble teams to attack research areas, a view deeply ingrained since the days of the Manhattan Project. To be sure, in many instances this approach is justified and effective — it's doubtful that individual engineers acting as entrepreneurs could have put Neil Armstrong on the moon no matter how skillful or dedicated they might have been. But is this "World War I" strategy of research really relevant for Canada? Instead of on the Somme are we not rather in the steaming jungle, where a well-directed sharp stick will have more effect than a tank?

I think it's high time we thought more as guerrillas than ten-star generals, in organizing our research. We need to act on superb intelligence information to identify precise (and as importantly, attainable) targets. We need to support small, highly specialized groups in their research assault. We need above all to learn when to cut our losses, call it off, run for the hills and start afresh. What we don't need is another Somme — we can't afford it and anyway the other guys have a bigger army.

My own small and highly biased sampling of the world's effort in advanced materials tells me two very significant things. First, the advances are indeed coming from small groups with very good antennae in the applications area. Second, the espionage business is booming and we're losing out in it. On my rounds, I've never met a Canadian consular or ambassadoral scientific attaché — nor has any of my counterparts overseas. I've never seen any document from Ottawa which tells me who's doing what in my field overseas. I've never seen any projections of what Ottawa recommends I get interested in, on the basis of either of the above. In other words, if I didn't spend half my life on aeroplanes trying to peep through the overseas keyhole, I wouldn't have a clue what I ought to research for Canada's benefit.

By contrast, the floods of overseas visitors here seem to be remarkably well-informed by their Governments. In Japan, for example, my visit to an eminent advanced materials producer started by *them* giving *me* a review and critique of *my* last year's research programme — none of which has yet appeared in public journals — based on information from MITI.

We are a small country and we must live by our wits. Not having the big battalions won't put us out of the field, but it most certainly means that we really have to know where we're going. Let's remember that a "Centre of Excellence" indeed has a centre — which can just as well be a point as an area. And let's make Tzu not Clauswitz our role model for research projects.

A. Mitchell
Dept. of Metals and Materials Engineering
The University of British Columbia

Eulogy to Clarke Leverette

I have the privilege to recall Clarke Leverette's willing contributions to the Ontario Co-operative Program in Latin American and Caribbean Studies (OCPLACS) and the cordial fellowship we were honoured to enjoy.

Born in Montreal and educated at McGill, Clarke came to London to serve the University of Western Ontario as librarian for 23 years. A conscientious and methodical worker, he still found time to give generously to the history of his local community, to publish a number of chapbooks and compile ambitious indexes of stereographs.

For a number of years Clarke was a most loyal member of the Library Committee of OCPLACS and its diligent Chairman when he died at the age of fifty on his way to the 1986 Autumn meeting at Queen's University.

Unassuming, hardworking and enthusiastic, Clarke was an invaluable asset to OCPLACS. He will be sorely missed by his colleagues and friends who greatly respected his unselfish and thorough co-operation and cherished his warm and endearing humanity.

Professor Florian Smieja
University of Western Ontario

Absurdities

Ronald C. Newton's letter on "McCarthyism" (May 1987) is such a farrago of absurdities that it is hard to know where to begin a rebuttal.

Newton contends that underground members of the Communist Party could do no harm in universities during the 1950s because of the anti-Communist environment that confronted them. But it is precisely this anti-Communist consensus that he condemns, apparently forgetting that if it had not existed, secret recruitment of students (an idea he dismisses as "fantastical nonsense") might well have been perfectly feasible.

We know that at Cambridge University during the 1930s, where Communists found the environment more congenial, recruitment did take place, and several of the young men drawn into the net at that time went on to become important agents of the Soviet Union. What happened at Cambridge in that period should stand as a permanent warning against the consequences of treating Moscow's Marxist-Leninist ideology, and the parties representing it, as morally and intellectually respectable.

In order to defend intellectuals who joined the Communist Party in the 1930s, and remained in it after 1939, Newton argues that the Nazi regime "was *perceived* as worse" than the Soviet one, and that there was a "plausible" case justifying the Nazi-Soviet pact in the eyes of many Communists. But why was the Nazi regime "perceived" as worse than the Soviet, when the latter was killing people in enormously greater numbers? (The Nazi attempt to exterminate the Jewish population of Europe began later). Pro-Soviet intellectuals bore a heavy burden of responsibility for contributing to the misperception that Newton uses to justify some intellectuals' Party membership. Detailed evidence on this subject can be found in Professor Paul Hollander's excellent book *Political Pilgrims*.

As for the Nazi-Soviet pact, there were certainly rational arguments for it from the Communist standpoint. By promising Hitler that there would be no Soviet intervention against him, Moscow gave the Nazi dictator a green light to attack Poland in defiance of Britain and France. In addition to the territorial gains that Hitler granted Moscow in return, Communists could hope that the capitalist powers would fight and destroy (or at least weaken) each other, strengthening the relative power of the Soviet Union.

But neither these calculations nor the Communist excuses to which Newton refers could have any appeal to a sincere enemy of fascism who had turned to communism only because of its apparent commitment to the anti-fascist cause. If opposition to fascism was their true motive, the intellectuals who embraced communism in the 1930s should have been equally willing to embrace Churchillian 'imperialism' in 1940-41, when the British Empire and Commonwealth provided the crucial bulwark against Hitler's ambitions. This period was one in which American Communists were calling President Franklin Roosevelt an "imperialist warmonger" because of his support for the British (and Canadian) war effort.

Newton's overt hostility to American efforts to oppose Marxism-Leninism abroad, his belief that American military strength (but apparently not Soviet strength) is "appallingly dangerous," his sneering at those who regard Soviet communism as a menace — all these provide us with a reminder that supposedly sophisticated academics sometimes know less about the real world than the humblest Afghan refugee. The former Soviet diplomat Arkady Shevchenko, author of *Breaking with Moscow*, was once a trusted adviser of Andrei Gromyko, then the Soviet foreign minister. Shevchenko has no doubt that the Soviet threat ("Red Menace") is genuine, and he surely knows more about the matter than Ronald C. Newton.

Kenneth H.W. Hilborn
Department of History
University of Western Ontario

Mary Warner story

As chairman of the History Department, I am subject to constraints in commenting on issues referred to in the "Story of Mary Warner" (*Bulletin*, June, 1987).

Nevertheless, I believe it is fair to state that a letter on the subject, written by Vice President William Matheson, contains more sense and truth than all of the 16 paragraphs of the story attributed to Sociology Professor D. Harrison.

W.B. Turner
Dept. of History
Brock University

* * * *

Matters referred to in the "story of...Mary Warner" (June 1987, p. 9) are *sub judice* with the consequence that a detailed and specific response is not possible. The account provided gives only one individual's version of "the story". The author's admission of incomplete information (paragraph 2) should be applied by the reader to *every* declaration, inference and conclusion because they disregard and slight actual events and ignore considered and verifiable statements from many other members of the Brock University Community. Readers should realize that a particular cause is being promoted in the "story" and as a result it is unbalanced.

Those responsible for the Bulletin cannot check on the accuracy and honesty of every article that is published and traditionally the editor must maintain a commitment to uphold free speech. Inevitably such a tradition provides scope for the publication of innuendo, insinuation, distortion and exaggeration. A balanced and carefully researched account would have better served the needs and expectations of the academic community.

W.A. Matheson,
Vice-President

Bourse d'études J.H. Stewart Reid

Nicole Neatby, étudiante en histoire au niveau du doctorat à l'Université de Montréal, est la récipiendaire de la bourse d'études commémorative J.H. Stewart Reid de 5 000 $ pour l'année 1987-1988.

Mme Neatby détient un baccalauréat en histoire de l'Université d'Ottawa et une maîtrise de l'Université Queen's. Sa thèse de maîtrise portait sur les femmes de l'Université Queen's dans les années 1920. Pour son doctorat, elle se penchera sur le mouvement étudiant au Canada dans les années 1960. Elle prévoit analyser les activités de diverses associations canadiennes de l'échelle locale à l'échelle nationale.

En 1980, Mme Neatby figurait au Palmarès du doyen à l'Université d'Ottawa et s'est mérité deux bourses d'études supérieures de l'Ontario en 1984 et en 1985.

L'ACPU a institué la Bourse commémorative J.H. Stewart Reid à l'aide de dons de professeurs et d'associations de professeurs venant des quatre coins du pays à la mémoire du premier secrétaire général de l'association.

Nicole Neatby

La bourse est offerte aux citoyens canadiens ou aux résidents permanents du Canada qui préparent un doctorat dans une université canadienne.

J.H. Stewart Reid Fellowship

Nicole Neatby, a PhD student in history at the University of Montreal, is the 1987-88 recipient of the $5,000 J.H. Stewart Reid Memorial Fellowship.

Ms Neatby has a BA in history from the University of Ottawa and an MA in history from Queen's University. Her master's thesis was on Queen's women in the 1920s. Ms Neatby's doctoral program will focus on the student movement in Canada in the 1960s. She plans to analyze the activities of a variety of associations across the country from the local to the national level.

Ms Neatby was on the Dean's List at the University of Ottawa in 1980 and received two Ontario Graduate Scholarships in 1984 and 1985.

The J.H. Stewart Reid Memorial Fellowship was established by the CAUT through voluntary contributions by faculty associations and individual faculty members across the country to honour the memory of the first executive secretary of the association.

The fellowship is available to Canadian citizens or permanent residents of Canada who are working toward a doctoral degree at a Canadian university.

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CAUT Council addresses range of policy matters

by Donald C. Savage
CAUT Executive Secretary

The CAUT Council dealt with a wide range of policy issues at its September meeting.

The Council considered a background paper on the attempts of the federal government to limit its financial support of Indian and Inuit students taking postsecondary education. Since the 1970s the federal government has paid the costs of native postsecondary education. Now the Department of Indian and Northern Development is trying to cap those funds.

The CAUT Council deplored this action by Ottawa. It was particularly maladroit of the federal government to do this at a time when the South African government was making its cynical offers of educational facilities in South Africa for Canadian natives. The Minister had previously indicated that the government was capping the funds because too many native students were successfully applying for entrance to postsecondary institutions.

The members of Council decided not to involve the CAUT in the general debate on the Meech Lake Accord. However, the Council did support a resolution from the CAUT Status of Women Committee which urged that no federal constitutional documents should abrogate or lessen the equality provisions of the Charter of Rights. Senator Lowell Murray, who is the commander of the federal government's forces in this matter, has repeatedly said that the Meech Lake Accord does not lessen the equality provisions of the Charter. Many women's groups appeared before the parliamentary committee to say that, if he thought that was so, why did the government not put it in writing as part of the Accord.

The Council considered and adopted an information paper on University/Business Relationships. This was developed by the Academic Freedom and Tenure Committee to provide guidance for those faculty and administrators involved in such joint research activities. The document discusses various problems both legal and ethical in this area and suggests solutions that faculty members should consider before entering into this type of research work.

A policy statement on the activities of police forces on the campus was debated extensively and adopted. It deals with the proper functioning both on campus and off-campus police forces at the university and provides guidance for administrations, faculty and the police themselves in such situations. For many years CAUT has been concerned with the operation of the security forces on university campuses. The Academic Freedom and Tenure Committee considered that the time had come for a more general statement involving all police forces on the campus. (See p. 19 for the full text).

The Council supported the representations of Jean-Pierre Wallot, the National Archivist, and the Canadian Historical Association concerning the physical state of Canada's archives. Dr. Wallot has told the federal government that the storage arrangements for the archives are so bad that a disaster is imminent. The Council joined with the Canadian Historical Association in urging the government to ensure that this vital research tool is not damaged.

Recently, the Standing Parliamentary Committee on Research, Science and Technology reviewed Canada's space program and found, among other matters, that Ottawa was seriously neglecting basic research in this area. It recommended that the budget for the space agency be rearranged so that 15% of that budget would be devoted to basic science instead of the current 9.6%, a figure which they noted was likely to fall under the proposed plans of the government. The Council supported this move by the Committee which is, of course, dominated by Conservative members. It also supported a number of other technical proposals concerning university research and the production of researchers in the area. It did not deal with the more controversial questions such as the funding of the space platform.

The Council endorsed a submission to the parliamentary committee which is currently studying the white paper on taxation produced by the federal Minister of Finance Michael Wilson, in June. The submission points out that even though Mr. Wilson has recognized in his speeches that trade, tax reform and technology are at the centre of the government's political and economic strategy, he does not deal with some of the ways in which the tax system negatively effects university researchers and universities.

A resolution was adopted urging the government to ensure that its White Paper proposals on a new federal/provincial sales tax or the alternative business transfer tax did not impose financial penalties on the universities. The motion noted that the Economic Council of Canada had suggested ways and means of avoiding this possibility. The CAUT is also discussing this question with other interested parties in the educational world, notably the school trustees.

The Council adopted a motion proposed by the Status of Women Committee and amended by suggestions from the union at Laval concerning child care policy. It called for Canada-wide non-profit childcare facilities which should be controlled by the parents. The role of the government should be to provide funds, guarantee quality, but not to run the system.

Council also called on governments which are implementing pay equity schemes to fund the costs for the universities in the implementation of such schemes. CAUT has opposed the attempts of university presidents to exempt their universities from such arrangements but believes that the provincial governments should provide funds when public universities are required to make changes and improvements in personnel policy by those governments.

The government is proposing legislation on copyright based on a report of a parliamentary committee. That legislation is in two parts. Only the first part has appeared which deals with the general principles of the law. CAUT is in favour of those general principles but has said that it cannot give full and final support until it sees the provisions, for example, for fair dealing for researchers and the full details of the powers and scope of the proposed copyright tribunal. The CAUT appeared before that Committee and is currently involved with the review that the government is making prior to issuing part two of the legislation. Regrettably the university community is divided on this subject with the AUCC opposing the legislation root and branch and the CAUT in general support of the principle that the rights of creators should be protected while ensuring that research activities by faculty are not deleteriously affected. The Executive Secretary reported to Council on the current state of the legislation.

In the light of the discussion of copyright law, CAUT has reviewed its own position on the proper protection of copyright and patents in collective agreements. The Council discussed new policy statements in these two areas and voted to replace the previ-

See COUNCIL/8

Questions politiques à la dernière assemblée du Conseil de l'ACPU

par Donald C. Savage
Secrétaire général
de l'ACPU

Le Conseil de l'ACPU a traité d'une vaste gamme de sujets politiques à l'occasion de son assemblée de septembre.

Il a étudié un document d'information concernant les tentatives du gouvernement fédéral de limiter son soutien financier aux étudiants indiens et inuit poursuivant des études postsecondaires. Depuis les années soixante-dix, le gouvernement fédéral a assumé les coûts de l'enseignement postsecondaire dispensé aux autochtones. Le ministère des Affaires indiennes et du Nord tente à l'heure actuelle d'imposer un plafond à ce financement. Le Conseil de l'ACPU a déploré cette mesure du gouvernement canadien, qui a agi avec une maladresse particulière en prenant une telle initiative au moment où le gouvernement sud-africain présentait son offre cynique de mettre à la disposition des autochtones canadiens des établissements d'enseignement en Afrique du Sud. Le Ministre avait indiqué précédemment que le gouvernement imposait un plafond au financement parce qu'un trop grand nombre d'étudiants autochtones étaient admis à fréquenter des établissements d'enseignement postsecondaire.

Les membres du Conseil ont décidé de ne pas mêler l'ACPU au débat général entourant l'entente du Lac Meech. Cependant, le Conseil a apporté son soutien à une résolution présentée par le Comité du statut de la femme de l'ACPU, dans laquelle celui-ci recommandait fortement qu'aucun document constitutionnel fédéral n'abroge ou n'amoindrisse les dispositions de la Charte des droits touchant l'égalité. Le sénateur Lowell Murray, à la tête des forces du gouvernement fédéral relativement à cette question, a répété à plusieurs reprises que l'entente du Lac Meech ne diminuait pas la portée des dispositions de la Charte relatives à l'égalité. Un grand nombre de groupes féministes ont comparu devant le comité parlementaire pour affirmer que si M. Murray croyait à ce qu'il disait, le gouvernement n'avait alors aucune raison de ne pas l'énoncer par écrit dans l'entente.

Le Conseil a examiné et adopté un document d'information portant sur les relations entre les universités et le secteur privé. Ce document avait été élaboré par le Comité de la liberté universitaire et de la permanence de l'emploi afin de servir de guide aux professeurs et aux administrateurs collaborant dans leurs activités de recherche avec le secteur privé. Dans ce document, on discute de divers problèmes, tant juridiques qu'éthiques, touchant cette question, et on suggère des solutions dont les professeurs devraient tenir compte avant de s'engager dans un tel type de recherche.

Un énoncé de principes portant sur les activités des forces policières dans les universités a été adopté à l'issue de discussions prolongées. Cet énoncé porte sur le fonctionnement approprié dans les universités des forces policières tant internes qu'externes et fournit à cet égard des conseils aux administrateurs, aux professeurs et aux policiers eux-mêmes.

L'ACPU se préoccupe depuis un grand nombre d'années des activités des forces de sécurité dans les universités. Le Comité de la liberté universitaire et de la permanence de l'emploi a estimé que le moment était venu de proposer un énoncé plus général touchant l'ensemble des forces policières dans les universités. (Voir texte intégral à la p. 19.)

Le Conseil a appuyé les démarches de M. Jean-Pierre Wallot, archiviste national, et de la Société historique du Canada, concernant l'état matériel des archives canadiennes. M. Wallot a indiqué au gouvernement fédéral que les archives étaient entreposées d'une manière si précaire qu'un désastre semblait imminent. Le Conseil s'est joint à la Société historique du Canada pour presser le gouvernement d'assurer la conservation intégrale de cet outil de recherche essentiel.

Récemment, le comité parlementaire permanent de la recherche, de la science et de la technologie a passé en revue le programme spatial canadien et a notamment découvert qu'Ottawa négligeait sérieusement la recherche fondamentale en ce domaine. Il a recommandé que l'on procède à la refonte du budget de l'agence spatiale afin que 15 pour cent de ce dernier soit consacré à la science fondamentale au lieu des 9,6 pour cent actuels, chiffre qui, aux dires du comité, baissera probablement au-dessous du niveau prévu dans les plans proposés par le gouvernement.

Le Conseil a appuyé cette initiative du comité, qui est bien entendu formé d'une majorité de membres conservateurs. Il a également appuyé un certain nombre d'autres propositions techniques concernant la recherche universitaire et la

Voir CONSEIL/8

MOLECULAR BIOLOGY

McMASTER UNIVERSITY. The McMaster Cancer Research Group invites applications for an individual who would occupy the position of Assistant or Associate Professor in the Departments of Biology and/or Pathology and who would carry out research as a member of the group. The starting salary will depend on seniority but will be a minimum of $31,500 per annum. Applicants should have a Ph.D. degree and postdoctoral experience and an extensive background in the control of eukaryotic transcription, preferably in a model system involving DNA tumour viruses. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Candidates of both sexes are equally encouraged to apply. Send curriculum vitae to **Dr. Philip E. Branton, Coordinator, Cancer Research Group, Department of Pathology, McMaster University, Hamilton, Ontario, L8N 3Z5, Canada.** Closing date for applicants is November 1st, 1987.

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COUNCIL----------7

ous ones with the new proposals. There is no change in the principles involved but the statements are much shorter and clearer.

There was considerable debate on a document proposed by the Academic Freedom and Tenure Committee concerning the involvement of Canadian academics with South Africa. The Council adopted a statement urging Canadian academics to realize that visits by them to South Africa or invitations to South African officials to speak at Canadian universities will undoubtedly be represented by the South African government as tacit or express approval of the regime. The statement also urged Canadian academics not to participate in events in South Africa unless all races in South Africa were permitted to attend.

A member of the Executive, Prof. Pamela Smith from Regina, is working on a more general paper concerning the responsibilities and conduct of Canadian academics undertaking research abroad. It is expected that this paper will be discussed by the January CAUT Council.

A motion was passed deploring the attacks of the Thatcher government on British universities. The Executive Secretary reported that he would be meeting with the General Secretary of the British AUT in October and that he would report to the next Council in January whether or not British academics wished further support from Canada.

Several items were discussed at the Council but put over either in whole or in part until the January meeting so that wording changes could be incorporated. These included a policy statement on boards of governors and conflict of interest and on the use of surplus pension funds.

The Council received written reports on a variety of other areas of federal responsibility which impinge on the university community and where CAUT is engaged in lobbying - censorship, degree mills, freedom of information legislation, registration of lobbyists, the Official Languages Act, prison education, polar science, the proposed Emergencies Act and Emergency Preparedness Act, and the role of the Canadian Security Intelligence Services.

It was also agreed that the January meeting of the Council would review the existing policies of the CAUT in regard to research, taxation, and censorship. This is part of an ongoing review process which will see all major CAUT lobbying positions reviewed by the Council and then published in a lobbying book which will be a companion to the current CAUT handbook for faculty lobbyists entitled, *The Lobbyist's Vademecum*.

Council also accepted a motion authorizing CAUT to consider developing a policy in regard to the charges now levied by Statistics Canada for academic users of its statistical material. The Executive of CAUT has asked a subcommittee to look into questions pertaining to part-time faculty and the growing trend of universities to substitute part-time for full-time faculty. Those involved are Marie-Andrée Bertrand (VP)(Montréal), Jane Gordon (Chair, Status of Women Committee) (Mount St. Vincent), and Pamela Smith (Executive member) (Regina).

CONSEIL ---------- 7

production de chercheurs dans ce domaine. Il n'a pas abordé les questions plus controversées, telles que le financement de la plate-forme spatiale.

Le Conseil a appuyé une présentation au comité parlementaire qui étudie actuellement le livre blanc sur la fiscalité rendu public au mois de juin dernier par le ministre fédéral des Finances, M. Michael Wilson. La présentation souligne que même si M. Wilson a reconnu dans ses discours que le commerce, la réforme fiscale et la technologie sont au centre de la stratégie politique et économique du gouvernement, il ne s'attache pas à éliminer certaines des manières par lesquelles le système fiscal exerce un effet nuisible sur les chercheurs universitaires et les universités.

Une résolution a été adoptée pressant le gouvernement de s'assurer que les propositions de son livre blanc relatives à une nouvelle taxe de vente fédérale/provinciale ou à la taxe de rechange sur les opérations commerciales n'imposaient aucune pénalité financière aux universités. La motion mentionnait que le Conseil économique du Canada avait suggéré des moyens d'éviter une telle possibilité. L'ACPU discute également de cette question avec d'autres parties intéressées du monde de l'enseignement, notamment les administrateurs scolaires.

Le Conseil a adopté une motion proposée par le Comité du statut de la femme et amendée suite à des suggestions du syndicat de Laval relativement à la politique sur la garde des enfants. On y réclamait la mise sur pied dans l'ensemble du Canada de services de garde d'enfants sans but lucratif dont le contrôle reviendrait aux parents. Le gouvernement devrait avoir pour rôle d'assurer le financement de ces services, d'en garantir la qualité, mais non pas de gérer ces derniers.

Le Conseil a également fait appel aux gouvernements qui appliquent des programmes d'égalité en matière de rémunération afin qu'ils accordent aux universités les fonds dont celles-ci ont besoin pour assurer la mise en vigueur de tels programmes. L'ACPU s'est opposée aux tentatives des recteurs d'université visant à exempter leurs universités de telles ententes, mais elle estime que les gouvernements provinciaux devraient accorder aux universités publiques les fonds dont elles ont besoin lorsqu'ils exigent de celles-ci qu'elles apportent des changements et des améliorations à leurs politiques relatives au personnel.

Le gouvernement propose une loi sur le droit d'auteur basée sur le rapport présenté par un comité parlementaire. Cette loi se divise en deux parties. Seule la première, qui traite des principes généraux de la loi, a été rendue publique. L'ACPU appuie ces principes généraux, mais a déclaré qu'elle ne peut accorder à la loi un soutien complet et définitif tant qu'elle n'aura pas pris connaissance des dispositions de celle-ci, notamment celles qui ont trait au traitement équitable des chercheurs, et celles qui définissent en détail les pouvoirs et la juridiction du tribunal proposé sur le droit d'auteur. L'ACPU a comparu devant le comité et participe actuellement à l'étude que mène le gouvernement avant de rendre publique la deuxième partie de la loi. Malheureusement, la communauté universitaire est divisée sur ce sujet, l'AUCC s'opposant globalement à la loi, et l'ACPU accordant un soutien général au principe voulant que les droits des créateurs soient protégés sans pour autant toucher de manière négative les activités de recherche menées par les professeurs d'université. Le secrétaire général a fait part au Conseil de l'état actuel du projet de loi.

A la lumière de la discussion suscitée par la loi sur le droit d'auteur, l'ACPU a examiné sa propre position relative à la protection qu'il convient d'accorder au droit d'auteur et aux brevets dans les négociations collectives. Le Conseil a discuté de nouveaux énoncés de principes dans ces deux domaines, et a voté en faveur du remplacement des anciens énoncés par ces nouvelles propositions. Aucun changement n'a été apporté aux principes contenus dans les énoncés, mais les nouveaux documents sont beaucoup plus concis et clairs.

Un document proposé par le Comité de la liberté universitaire et de la permanence de l'emploi concernant l'engagement des universitaires canadiens face à l'Afrique du Sud a donné lieu à un débat prolongé. Le Conseil a adopté une déclaration pressant les universitaires canadiens de se rendre compte du fait suivant: les visites qu'ils effectuent en Afrique du Sud ou les invitations faites à des responsables sud-africains pour prendre la parole dans des universités canadiennes seront sans l'ombre d'un doute représentées par le gouvernement sud-africain comme une approbation tacite ou explicite du régime en vigueur dans ce pays. La déclaration pressait également les universitaires canadiens de ne participer à aucun événement en Afrique du Sud à moins qu'il soit permis à toutes les races du pays d'y prendre part.

Un membre du Comité de direction, le professeur Pamela Smith de Regina, travaille actuellement à un document plus général portant sur les responsabilités et la conduite des universitaires canadiens effectuant des recherches à l'étranger. On prévoit que ce document fera l'objet de discussions à l'occasion de l'assemblée de janvier du Conseil de l'ACPU.

On a adopté une motion déplorant les attaques du gouvernement Thatcher contre les universités britanniques. Le secrétaire général a fait état qu'il rencontrerait en octobre la secrétaire générale de l'AUT de Grande-Bretagne et qu'il informerait les membres de l'assemblée de janvier du Conseil si un soutien additionnel du Canada était souhaité ou non par les universitaires britanniques.

Plusieurs points ont été discutés au Conseil mais reportés en tout ou en partie jusqu'à l'assemblée de janvier afin que des changements puissent être apportés à leur formulation. Parmi ces points, on compte un énoncé de principes sur les bureaux de gouverneurs et les conflits d'intérêts, et un autre sur l'utilisation des fonds de pension. Le Conseil a reçu des rapports écrits sur divers autres sujets de responsabilité fédérale qui touchent la communauté universitaire et sur lesquels l'ACPU exerce des activités de lobbying: la censure, les usines à diplômes, la loi sur l'accès à l'information, l'inscription des lobbyistes, la Loi sur les langues officielles, l'éducation dispensée en prison, la science des régions polaires, les projets de loi sur les mesures d'urgence et la protection civile, ainsi que le rôle du Service canadien du renseignement de sécurité.

On a également convenu que l'assemblée de janvier du Conseil étudierait les politiques existantes de l'ACPU touchant la recherche, la fiscalité et la censure. Cela s'inscrit dans le processus en cours d'examen par le Conseil de l'ensemble des positions principales de l'ACPU touchant le lobbying, qui se terminera par la publication d'un livre sur le lobbying qui servira de compagnon à l'actuel guide de l'ACPU destiné aux lobbyistes universitaires et ayant pour titre *Le Vademecum du lobbyiste*. Le Conseil a également accepté une motion autorisant l'ACPU à étudier la possibilité d'élaborer une politique touchant les frais imposés à l'heure actuelle par Statistique Canada aux universitaires ayant recours à ses données statistiques. Le Comité de direction a confié à un sous-comité le mandat d'étudier les questions se rapportant aux professeurs à temps partiel et à la tendance croissante des universités de substituer aux professeurs à temps plein des professeurs à temps partiel. Les membres du sous-comité sont Marie-Andrée Bertrand (vice-présidente) (Montréal), Jane Gordon (présidente du Comité du statut de la femme) (Mount St. Vincent), et Pamela Smith (membre du Comité de direction) (Regina).

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CAUT taking active part in upcoming national forum on higher education

by Helen Baxter
Bulletin Editor

The CAUT will be playing a very active role in the upcoming National Forum on Post-Secondary Education.

The National Forum will take place in Saskatoon October 25-28 and will bring together educators, policy-makers, business and labor leaders in a discussion of the future shape and direction of higher education in Canada. Announced in the Throne Speech last October, the Forum is being jointly sponsored by the Secretary of State and the Council of Ministers of Education.

Five members of the CAUT Executive have been invited to the meeting as well as a number of provincial and local association presidents. The CAUT Executive members invited are: John Evans (President), Allan Sharp (Past President), Pamela Smith (Executive committee member), Jane Gordon (Executive committee member and head of the Status of Women Committee) and Donald Savage (Executive Secretary).

Of the approximately 550 participants, about 75 will be faculty members from universities and community colleges.

The proportion of faculty delegates results from extensive lobbying by the CAUT to give faculty a voice at the meeting. Initially, very few representatives of faculty associations were invited, nor were many academics who were not administrators. The CAUT also successfully pressed for the inclusion of many more women than the Forum had initially intended to invite. Ontario in particular had very few women on its original list.

Approximately 50 student delegates have also been invited to attend.

The CAUT has prepared a considerable amount of background material for the Forum including a major document on Canadian faculty and their views, a special edition of the *CAUT Bulletin* on the Tory record and the universities and a supplement in this edition of the *Bulletin* entitled "The University: who needs it?" During the period leading up to the meeting, the CAUT has been providing all participants with regular briefing notes summarizing faculty concerns.

The Association is planning to hold meetings in Saskatoon prior to the Forum for executives and members of the CAUT who have been invited to attend. It is also planning to hold a press conference immediately before the Forum starts.

The four-day meeting will open with a session on the socio-economic environment to be followed by a plenary session introducing the major themes. They are:

- ☐ The challenges and opportunities facing post-secondary education.
- ☐ Accessibility to and participation in the post-secondary education system.
- ☐ The framework for managing and financing post-secondary education.

The balance of the Forum will consist of workshop sessions devoted to detailed discussion of the themes. There will be approximately 20 workshops with 30 participants in each. A concluding plenary session on the final day will receive reports on the outcome of the workshop discussions.

There will be some "live" televised coverage during the Forum and upon completion a published report on proceedings as well as taped video and audio programs.

The *Bulletin* will include comprehensive coverage of the Forum in the November edition.

Le Colloque national: le milieu universitaire pourra s'exprimer

par Helen Baxter
rédactrice en chef

L'ACPU participera activement au Colloque national sur l'enseignement postsecondaire.

Le Colloque, qui se tiendra à Saskatoon du 25 au 28 octobre, réunira des éducateurs, des décideurs, des gens d'affaires et des chefs syndicaux pour discuter de l'état et de l'orientation future de l'enseignement postsecondaire au Canada. Annoncé dans le discours du Trône en octobre, le Colloque est co-parrainé par le Secrétariat d'Etat et le Conseil des ministres de l'Education.

On a sollicité la participation de cinq membres de la direction de l'ACPU ainsi qu'un certain nombre de présidents d'associations locales et provinciales. John Evans (président), Allan Sharp (président sortant), Pamela Smith (membre du Comité de direction), Jane Gordon (membre du Comité de direction et présidente du Comité du statut de la femme) et Donald Savage (secrétaire général) sont les dirigeants de l'ACPU invités.

Des 550 participants environ, il y aura quelque 75 professeurs d'universités et de collèges communautaires. L'ACPU, grâce à des pressions considérables, a réussi à augmenter la proportion des professeurs invités au Colloque afin de leur permettre de s'y exprimer.

Au départ, on avait invité très peu de représentants d'associations de professeurs et d'universitaires qui n'étaient pas administrateurs. En outre, l'ACPU a réussi à faire inviter au Colloque beaucoup plus de femmes qu'il n'était prévu à l'origine. L'Ontario, notamment, comptait très peu de femmes sur sa première liste de représentants.

Les étudiants seront également représentés alors qu'on en a invité environ 50.

L'ACPU a préparé une bonne quantité de documents d'information à l'intention du Colloque, entre autres un document important sur les professeurs canadiens et leur point de vue, une édition spéciale du *Bulletin de l'ACPU* sur le bilan des Conservateurs et les universités ainsi qu'un supplément dans la présente édition intitulé: "Qui a besoin des universités?". Pendant la période précédant le Colloque, l'ACPU a fait parvenir régulièrement à tous les participants des notes qui résumaient les préoccupations des professeurs.

L'Association prévoit organiser des rencontres à Saskatoon, la veille du Colloque, pour les dirigeants et les membres de l'ACPU invités à y assister. On prévoit, en outre, tenir une conférence de presse tout juste avant l'ouverture du Colloque.

Le Colloque, d'une durée de quatre jours, débutera par une séance sur le contexte socio-économique. La séance plénière suivante présentera les principaux thèmes:

- ☐ les défis et perspectives de l'enseignement postsecondaire
- ☐ l'accès et la participation à l'enseignement postsecondaire
- ☐ le cadre de gestion et de financement de l'enseignement postsecondaire.

Le Colloque se poursuivra en ateliers pour une étude détaillée des thèmes. Il y aura environ 20 ateliers et chacun comptera 30 participants. A la séance plénière de clôture, le dernier jour, différentes personnes feront rapport des principaux points émanant des discussions en ateliers.

Il y aura quelques reportages télédiffusés en direct du Colloque et les délibérations seront disponibles sous forme de publication et d'enregistrements magnétoscopiques.

Le numéro de novembre du *Bulletin* offrira un compte rendu complet du Colloque.

ONTARIO CANCER INSTITUTE/
PRINCESS MARGARET
HOSPITAL, TORONTO
DEPARTMENT OF
RADIATION ONCOLOGY

Appointment of Staff Radiation Oncologist

Applications are invited from qualified and experienced radiation oncologists for appointment as a member of the active staff of the Department of Radiation Oncology at the Princess Margaret Hospital/Ontario Cancer Institute, Toronto. Candidates should have an established record of clinical or laboratory research, and hold an Honours Science degree as well as a Medical degree and accreditation in Radiation Oncology. It is intended that the successful applicant should spend at least half the time on research projects, which would be complementary to the overall research program of the department. Candidates would also be expected to have special interest and expertise in the management of at least two site-specific types of cancer. The ability to practise in a multi-disciplinary group is essential. It is expected also that candidates will have experience of and commitment to teaching, both undergraduate and postgreduate students.

Candidates should have good general medical experience and must be eligible to obtain a license to practise in the province of Ontario. Candidates, if they do not already hold the Canadian specialist qualification in radiation oncology, must be eligible to take the examination in radiation oncology of the Royal College of Physicians and Surgeons of Canada. Candidates must hold credentials appropriate for an academic appointment in the University of Toronto. In accordance with Canadian immigration requirements, this advertisement is directed primarily to Canadian citizens and permanent residents.

The full particulars of the appointment, remuneration and benefits may be obtained from Dr. William Duncan, Chief, Department of Radiation Oncology, Princess Margaret Hospital/Ontario Cancer Institute, 500 Sherbourne Street, Toronto, Ontario, M4X 1K9. Applications, giving a detailed curriculum vitae with the names of three references, should be sent to Dr. Duncan, to arrive no later than October 30, 1987.

Status of Women

Jane Gordon
SWC chair

Council and women's issues

Timing of *Bulletin* publications has meant that it has been difficult to keep you up to date over the summer on the events of Council as they affect status of women issues. Here I am summarizing both May and September Councils and women's issues.

Both Councils certainly appeared to be receptive to policy concerns brought forward by the Status of Women Committee. In May the policy statement on parental leave was expanded and rewritten in gender neutral language. One intent of the revisions was to allow for leave which included parental responsibility other than childbirth. This section passed without significant discussion. CAUT at the request of the SWC has voted to join the National Action Committee on the Status of Women. We hope to bring some resolutions on post-secondary education to that body and possibly join in their lobbying efforts. In the just completed September Council our proposals for a child care policy were passed. This now gives us some specific direction to include in our lobbying.

SWC on equal footing

The Committee's initial frustration with a budget which limited its efforts was satisfactorily resolved. We now have funds to enable us to meet as frequently as other CAUT committees, put on an annual workshop and be available for invitations or requests of individual or regional status of women groups.

One less visible development which benefits women has been the change in status of the Librarians Committee. Previously a committee of the Board, it has now been made a standing committee of Council where its chair has a seat. At the September Council, its membership was expanded and it was given a budget to meet its mandate. I am pleased that among the issues it is discussing is employment equity for women librarians.

Another major sign of CAUT's commitment to women was Council's addition of the Chair of the SWC to the new Executive. This was done to ensure women's concerns would be adequately addressed by the organization as a whole. In addition, as you no doubt already know, this year's Executive also includes Marie-Andrée Bertrand as Vice-President External and Pamela Smith as a member-at-large. A nominating committee elected at September's Council is supposed to ensure gender, linguistic, geographic and size balance among other factors for members of the Executive. This year's nominating committee consists of three men.

Women's caucus

A women's caucus at both Councils was a valuable forum for networking. We are planning another for the January Council and you will find specifics going out with Council mailings.

In spite of these accomplishments, the May Council in particular was a troubling experience for me. Particular associations with large memberships were able to apply pressure so that CAUT was forced to undergo major reorganization. While the form of organization which emerged represented a compromise for the greater principle of a strong national organization speaking for the professoriate, the implications are problematic. Can women - approximately 15% of academics - exert a comparable voice? At present we have had to rely on alliances and moral suasion to be effective. So far, this strategy has worked but we have no guarantees for the future. This strategy also requires consistent hard work and your co-operation. How else might we act effectively on our concerns?

One answer is for women to become more involved in faculty union/association business. Get sent to Council as a delegate from your local. Let the SWC know your concerns. Let your local executive and the CAUT executive know where you think we should go on status of women issues.

Getting involved is not the only answer of course. But let us know your ideas and if you are at the January Council, come to the women's caucus and let's talk about them.

RÉFORME----------1

comme c'est le cas au sein de la Caisse de défense. Les changements aux statuts doivent être adoptés à la double majorité des voix, dans un scrutin tant pondéré que non pondéré.

Le travail quotidien est supervisé par un comité des politiques, de la planification et des publications (CPPP) composé du président et du trésorier de la Coopérative, d'au moins trois autres directeurs, et du secrétaire général de l'ACPU (membre sans voix délibérative).

La Coopérative a élu le professeur Bob Rodger (Dalhousie) à la présidence de ce comité, et le professeur Paul Dussault (Ottawa) au poste de trésorier. Les autres membres élus sont George Nader (Trent), Ernest Zimmerman (Lakehead), David Balzarini (UCB), Alain Chabot (Ste-Anne), et Léonard Goguen (Moncton).

Il a été convenu durant la réunion que les relations entre la FAPUQ et la Coopérative seraient réglées par des négociations directes entre l'ACPU et la FAPUQ, ainsi qu'il est prescrit dans l'Accord ACPU/FAPUQ.

La Coopérative est composée des associations locales de professeurs d'université bénéficiant de droits collectifs de négociation en vertu du droit du travail, et de toute autre association membre de l'ACPU qui désirerait s'y joindre. Elle a pour objectif de coordonner l'essentiel des activités de négociation collective menées au sein de l'ACPU, de fournir sur une base commune les services de négociation collective souhaités par les associations membres, et de recueillir les fonds nécessaires à leur financement. La Coopérative assumera la responsabilité de l'ensemble des conférences et séminaires de l'ACPU portant sur la négociation collective.

Le secrétaire général de l'ACPU relèvera du CPPP pour les tâches de supervision qu'il assumera relativement à l'administration de la Coopérative. Celle-ci cherchera évidemment la manière la plus rationnelle et rentable de mener ses affaires. Le CPPP a reçu l'instruction de faire part de ses idées en ce domaine à l'occasion de la réunion de janvier prochain.

La Coopérative fournira à ses membres des données sur les négociations collectives allant au-delà des simples données salariales dont l'ACPU assure la diffusion auprès de l'ensemble des associations. Elle aura à décider dans quelle mesure elle devrait et pourra soutenir les associations durant leurs négociations et lorsqu'elles feront face à la table de négociation à une impasse ou à d'autres genres de difficultés. Le CPPP prévoit donner un caractère concret à ces idées avant la prochaine réunion de la Coopérative prévue à la fin de janvier.

Entre temps, l'ACPU assume pour la présente année universitaire les coûts des services de négociation collective, y compris les dépenses de la Coopérative et les frais de la Conférence annuelle sur les négociations collectives. Cependant, le 1er juillet prochain, c'est à la Coopérative qu'incombera désormais cette responsabilité. A ce moment, elle aura à décider à quel niveau établir sa structure de cotisation. Toutefois, le comité organisateur a indiqué qu'il n'avait pas l'intention de recommander une cotisation qui, combinée à la cotisation régulière de l'ACPU, équivaudrait à une augmentation par rapport au tarif imposé par l'ACPU l'année dernière. En fait, il a suggéré une cotisation qui permettrait de diminuer ce tarif.

Le Conseil a également adopté une série de statuts mineurs rendus nécessaires par les changements approuvés au mois de mai dernier. Il a élaboré plus en détail le règlement de l'ACPU et a adopté un amendement garantissant l'indépendance du président du Conseil par rapport au Comité de direction de l'ACPU. Le Conseil a élu à titre de nouveau président le professeur Fred Wilson de l'Université de Toronto.

Le président a fait état que les relations avec le syndicat des professeurs de l'Université Laval avaient respecté les modalités établies durant la dernière assemblée du Conseil, et que Laval avait versé tant à l'ACPU qu'à la Caisse de défense les cotisations prévues pour la dernière année universitaire et pour celle en cours.

Il a également rapporté que des discussions étaient en cours avec le comité de direction de l'association des professeurs de l'Université de l'Alberta (AASUA) concernant la possibilité pour cette dernière de réintégrer les rangs de l'ACPU. Il a noté que l'AASUA était représentée à la présente assemblée par une délégation de quatre personnes, et que l'Université de la Saskatchewan et Ryerson avaient envoyé chacun des délégués.

Au mois de mai dernier, le Conseil a élevé le Comité des bibliothécaires au rang de comité permanent du Conseil. Il existe deux autres comités semblables: le Comité de la liberté universitaire et de la permanence de l'emploi, et le Comité du statut de la femme.

A son assemblée de septembre, le Conseil a adopté un nouveau mandat pour ce comité, et a procédé à l'élection de J. Murchie (NSCAD) au poste de président ainsi qu'à l'élection de plusieurs nouveaux membres. Le Comité des négociations collectives et des avantages économiques a tenu sa réunion finale immédiatement après la levée de l'assemblée du Conseil. Ses fonctions ont été rattachées à celles de la nouvelle Coopérative de négociation collective.

L'ACPU a depuis longtemps pour politique d'accorder un soutien financier aux associations provinciales lorsqu'elles entreprennent pour la première fois d'établir un bureau provincial. Un tel soutien se prolonge durant trois ans. Durant la présente assemblée, le Conseil a approuvé un tel financement à l'intention de la "Confederation of University Faculty Associations of British Columbia" (CUFABC).

REFORM----------1

mittee were Profs. Bob Rodger (Dalhousie), Paul Dussault (Ottawa), Elizabeth Caskey (UBC), Sandra Zuk (Winnipeg), and George Fritz (Calgary).

The organizing committee called a meeting of the interested faculty associations the day before the Council to discuss and to approve a constitution. A large number of associations attended. There was a full day's debate on the constitution which was ultimately approved by an overwhelming majority and was recommended to the CAUT Council.

Two days later the Council approved the recommended constitution of the Co-op without change. The new constitution is modelled on the very successful CAUT Defence Fund where the members have raised in excess of $2 million for strike pay in the event of a strike or lock-out. It creates a Board of Directors of the new Co-op composed of a representative from each member association. Voting is by weighted vote on the same model as the Defence Fund voting arrangements. Constitutional changes require a double majority of weighted and unweighted votes.

The day to day work is supervised by a Policy, Planning and Publications Committee (PPPC) composed of the Chair and Treasurer of the Co-op, at least three other directors, and the Executive Secretary of the CAUT (non-voting). The Co-op elected Prof. Bob Rodger (Dalhousie) the Chair of this Committee and Prof. Paul Dussault (Ottawa) Treasurer. The other members elected were George Nader (Trent), Ernest Zimmerman (Lakehead), David Balzarini (UBC), Alain Chabot (Ste. Anne), Léonard Goguen (Moncton).

It was agreed at the meeting that the relationship between FAPUQ and the Co-op would be regulated by direct negotiations between CAUT and FAPUQ as prescribed in the CAUT/FAPUQ Accord.

The Co-op is composed of local faculty associations with collective bargaining rights under labour law and such other member associations of CAUT as may want to join. The purpose is to co-ordinate the thrust of collective bargaining within CAUT, to provide those collective bargaining services in common which are desired by the member associations, and to raise the funds to pay for this. The Co-op will be responsible for all CAUT conferences and seminars in the area of collective bargaining.

The Executive Secretary of CAUT will be responsible to the PPPC for overseeing the duties pertaining to the administration of the Co-operative. The Co-op will, of course, be looking for the most rational and most economical way of conducting its business. The PPPC is required to report its ideas on this to the January meeting.

The Co-op will provide collective bargaining data to the members over and above that salary data supplied by CAUT to all associations. It will have to decide what measure of support it should and can give to those negotiating and to those facing impasse or other major difficulties at the bargaining table. The PPPC plans to put flesh on these ideas prior to the next meeting of the Co-op at the end of January. Meanwhile CAUT is paying for collective bargaining services for this academic year, including the expenses of the Co-op and the annual Collective Bargaining Conference, but will transfer this responsibility to the Co-op on July 1, 1988. By that time the Co-op will have to decide what level of fee structure it needs. However, the organizing committee indicated that it did not intend to recommend a fee, which when combined with the regular CAUT fee, would be more than the CAUT rate last year. It, in fact, suggested a fee that would be less.

The Council also passed a series of minor by-laws resulting from the changes made last May. It elaborated the CAUT rules of order and passed an amendment guaranteeing that the Speaker of the Council would be independent of the Executive of CAUT. The Council elected Prof. Fred Wilson of the University of Toronto as the new Speaker.

The President reported that relations with the faculty union at the Université Laval had been regulated in the manner reported at the last Council and that Laval had paid fees both to CAUT and to the Defence Fund for last year and this academic year.

He also reported that discussions were ongoing with the Executive of the Academic Association of the Staff of the University of Alberta concerning the possibility of that association rejoining CAUT. He noted that there was a delegation of four from the AASUA at this Council as well as delegates from the University of Saskatchewan and from Ryerson.

Last May the Council elevated the Librarians' Committee to the status of a standing committee of Council. There are two other such committees - the Academic Freedom and Tenure Committee and the Status of Women Committee. At the September meeting Council adopted new terms of reference for this Committee, elected J. Murchie (NSCAD) as Chair and several new members. The Collective Bargaining and Economic Benefits Committee held its final meeting immediately after the Council. Its duties were subsumed by the new Collective Bargaining Co-operative.

The CAUT has a long-standing policy of giving financial support to provincial organizations when they first set up a provincial office. This support lasts for three years. At this meeting the Council approved such funding for the Confederation of University Faculty Associations of British Columbia (CUFABC).

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CAUT Associate Membership — Retired Professors

The CAUT Board has established a special associate membership classification for retired members to enable them to maintain a formal affiliation with CAUT at a reduced fee. The annual fee for such membership for the 1987-88 fiscal year will be $10.00.

Upon receipt of the completed application and the $10.00 annual fee, you will be considered promptly for associate member status in CAUT. Associate membership entitles you to CAUT services including eligibility to apply for CAUT Life Insurance and/or Personal Accident Insurance (P.A.I.) Plans (if you are less than 70 years of age), CAUT Professional Property Insurance, Group Home and Auto Insurance, a one year subscription to the *Bulletin*, and an opportunity to take part in the CAUT sponsored chartered flights programme.

.....

I would like to apply for Associate Membership with CAUT. Enclosed is the $10.00 annual membership fee.

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ADDRESS: _____ **UNIVERSITY:** _____

_____

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B.C. forum confronts future challenges for PSE

by Michelle Morissette
Bulletin correspondent

Participants at a Simon Fraser University sponsored forum held last month grappled with the issue of how higher education can be improved so that Canadians can be better prepared to face an increasingly technological world.

The forum, which was designed to prepare B.C. delegates for a federal provincial forum on Canada's $9 billion higher education system to be held in Saskatchewan late this month, did not yield any miraculous solutions. But it did result in consensus on a number of issues.

The tone was set early in the meeting when Richard Allen, chief economist for the B.C. Central Credit Union told the group that Canada will not be able to compete in the world unless it puts more of an emphasis on higher education. Governments, he said, are going to have to put some serious dollars into post-secondary education. And, if that means they have to shift them from elsewhere, then so be it. Education is too important to leave on the back burner.

The forum was not designed to arrive at recommendations but rather structured like a think tank. However, there were areas where participants did reach a consensus.

□Federal and provincial governments must increase their commitment to higher education if they want Canada to compete successfully in a rapidly expanding global economy. This commitment, however, must not be limited strictly to the high technology areas of education. While these are important areas, there is a need for graduates with a broader base of knowledge as well.

□Given that the world is becoming increasingly technological, higher education is more than ever necessary for all age levels, not simply for the traditional high school graduate. Considerable rethinking will have to be done on how to provide a delivery system that can accommodate a wider variety of needs than is currently being served. In fact, higher education as it has traditionally existed will have to be redefined so that more alternative and flexible forms of delivery can be incorporated into the system.

□Post-secondary institutions should be focusing more of their energy on teaching students how to learn, think, communicate, adapt to change and to learn new skills, rather than on simply graduating skilled technicians. While providing skills is important, current graduates seem to be lacking in more general skills that would enable them to function in an ever more rapidly changing world.

□The issue of whether post-secondary education should be universally accessible must be addressed given current economic conditions which make that education extremely expensive. If there is to be any true commitment to universal accessibility then major efforts should be made to remove many of the barriers that currently exist, including financial, geographic and ethnic.

Until recently, inadequate student aid was one of the major barriers to access to colleges and universities in B.C. Recently improved student aid, however, has resulted in another problem; 1,400 students were turned away from community college registration this fall due to a lack of available space in courses.

Many forum participants saw need for the development of a national student aid policy that would eliminate financial need as one of the barriers to accessible higher education. Such a policy should be expanded to include part-time students, who are not currently being served.

Many felt equally that greater efforts should be made to reach high school students at the lower levels to make them aware of the options and increasing need for higher education.

In addition to reaching agreement on a number of fundamental issues, participants at the forum discussed a wide variety of concerns. Some of these included:

□The need for corporations to play a greater role in training individuals, thereby leaving the role of education up to the institutions.

□The need for post-secondary institutions to seek alternative sources of funding from the corporate sector, alumni and the general public.

□The need for governments to stop thinking of post-secondary institutions as places for training individuals to fill current and future manpower needs. They should equally be thought of as places where individuals simply come to learn.

□The need for post-secondary institutions to develop mission or role documents and the equal need for governments to develop similar documents of what they perceive the role of post-secondary education to be.

□The need for institutions to place an equal value on instruction, as on research. Currently, academics in most institutions find themselves in the "publish or perish" pressure-cooker. This of necessity devalues those whose main skill and expertise is more directed towards teaching. Community work is definitely affected by this.

□The need for federal research granting agencies to broaden their funding scope to include more dollars for pure research as compared to applied research. Currently, it was thought, too much emphasis is being placed on funding research that will generate immediate economic benefits.

□The need for more research funding in community colleges.

□The need for community colleges to be looked at and treated as equal partners with universities in the post-secondary system, given that they are more truly representative of community needs.

□The need for more student involvement in the decision-making levels of post-secondary institutions.

□The need for an end to federal-provincial infighting about funding of post-secondary education.

□The need for more federal involvement in such issues as finding solutions to the problems of illiteracy.

While the issue of federal provincial funding was discussed at length, a majority of the forum participants felt that provincial governments should continue to be responsible for directing funds to specific institutions. However, new methods for ensuring that federal funds are indeed directed towards education should be seriously looked at.

While a number of delegates to the national forum said they were disappointed in the SFU forum due to its lack of scope, many others felt they had gained considerable insight into the problems currently facing the post-secondary system.

Organizers of the SFU forum stressed that the structure of the forum was designed along the same lines as the national conference so as to give delegates a taste of what they can expect in Saskatoon.

Robert de Cotret new industry minister

Robert de Cotret has been appointed Minister of Regional Industrial Expansion and Minister of State for Science and Technology, replacing Michel Côté and Frank Oberle respectively in those positions. If the legislation to create a new department of Industry, Science and Technology, which would combine both bodies, passes through Parliament, Mr. de Cotret will find himself the head of a new super ministry designed by the Tory government to boost Canada's performance in high technology.

Mr. de Cotret holds an MBA from McGill University. He was first elected a PC member of Parliament in October 1978. In June 1979, he was called to the Senate and appointed Minister of Industry, Trade and Commerce and Minister of State for Economic Development.

Mr. de Cotret began his professional career as a teaching fellow, then senior economist to the President of the United States and monetary advisor to the Finance Minister in Ottawa. From 1972 to 1976 he worked in the Conference Board of Canada, becoming its Chairman from 1976 to 1978. Mr. de Cotret then became First Executive Vice-President and General Director of the International Sector of the National Bank of Canada. He was elected MP for Berthier-Maskinongé-Lanaudière in September 1984 and appointed as President of the Treasury Board.

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Tories propose changes to income tax system

by Richard Bellaïre
CAUT staff

The federal government has proposed major changes to the Canadian Income Tax system and to the tax-assistance for employer sponsored pension plans and Registered Retirement Saving Plans (RRSP). In this article, we will highlight a number of the significant changes proposed. Two factors must be kept in mind.

First, the changes are very extensive and we cannot deal with all items here. For specifics, one should check more detailed material or seek professional advice. Second, neither the tax changes nor the pension changes have been passed by parliament. Further modification of the proposals is possible. This is particularly true for the general tax reforms since both the House of Commons and the Senate are holding hearings on the details. CAUT is making representations to these committees. Details can be found in the September issue of the *CAUT Bulletin*.

Pension Reform

On October 9,1986 the Minister of Finance, Michael Wilson, introduced the long-awaited reforms to the tax-assistance for pensions. Given the complex nature of Canada's pension system, the proposed reforms are also rather complex. The major change would be to increase the tax-assistance limits for all types of pension plans. Taxpayers would be able to make a higher contribution or have a higher contribution put into the plan by his/her employer with either the employee or the employer receiving the full tax deduction for these contributions.

These new limits would impact particularly on money purchase (or defined contribution pensions as they are sometimes called). For defined benefit pensions, any contributions required to fund the plan would be deductible.

The two other major proposed changes in the pension area are to integrate more closely the pension benefits received under a employer-sponsored plan and an individual's RRSP. To do this a Pension Adjustment calculation would be required. This pension adjustment would be based either on total contributions (both employer and employee) in the case of a money purchase pension or on the level of the benefit for a defined benefit pension. The actual calculation would be done by the federal government from information supplied by the employer. The taxpayer would receive a notice towards the end of the calendar year indicating the amount of RRSP room they have.

To ensure some equality, even individuals in a defined benefit pension which provides the maximum benefit would still have $600 of RRSP room.

The other major change would give taxpayers up to seven years to use any available RRSP contribution room. This means that if an individual did not have the funds to place in a RRSP in a given year, he/she would not lose that tax-assistance as is the case under the current system.

In the original October 1986 proposal, all of these changes were to be phased in over the next 5 years. However, the White Paper on Tax Reform has recommended that the process be phased in at a slower rate. The accompanying table shows the original and the new timetable.

Tax Reform

On June 18, 1987, Mr. Wilson tabled his White Paper on tax reform. The reform proposals would produce a major shift in the composition of government revenues away from personal income tax towards corporate income tax. Eventually this would be extended to a broadly based national sales tax system.

The following are just some of the major proposed changes:

1. The number of marginal tax rates drops from 10 to 3 —
   17% on the first $27,500
   26% on the next $27,500
   29% on the amount above $55,000

   This means the maximum tax rate (combining both federal and provincial taxes) would decrease. It should be noted that other actions introduced by this government between September 1984 and now have increased personal taxes (i.e. a sub-tax).

2. In combination with the lower rates, the government proposes to eliminate various personal exemptions and deductions and replace them with tax credits. The credits would equalize the benefit to the taxpayer regardless of his/her level of income. A deduction would lower a taxpayer's taxable income and would be worth more for people with a higher marginal tax rate. Tax credits would be deducted from income tax payable and would be the same regardless of the taxpayer's marginal rate. The changes are indicated in the accompanying table.

3. Beginning in 1988, the 20% employment deduction, to a maximum of $500, would be eliminated. It would not be replaced by any other type of deduction or tax credit.

4. There would be changes to the allowable deductions for automobile expenses and the use of an office at home for business. One of the proposed changes for business use of automobiles stipulates that only the first $20,000 of the

See TAX/16

NEW CONTRIBUTION LIMITS

Year	RSP Limit		Defined Contribution Limit	
	Oct. 9*	White Paper	Oct. 9	White Paper
1988	$ 9,500	$7,500	$11,500	$ 7,000
1989	11,500	8,500	13,500	10,500
1990	13,500	10,500	15,500	11,500
1991	15,500	11,500	REVIEWED	12,500
1992	REVIEWED	12,500	REVIEWED	13,500
1993	REVIEWED	13,500	REVIEWED	14,500
1994	REVIEWED	14,500	REVIEWED	15,500
1995	REVIEWED	15,500	REVIEWED	INDEXED

The current pension of limit of $1,715 per year of service for most defined benefit pension plans will also be indexed after 1994.
* — OCT 9 is the original timetable proposed on October 9,1986 and the WHITE PAPER is the revised timetable proposed on June 18,1987

Exemptions	87 Exemption	88 Tax Credit
Basic Personal	$4,220	$1,020
Married	3,700	850
Dependant under 18	560	65
Dependant over 18 and - infirmed	1,450	250
- all others	1,200	NIL
Age exemption	2,640	550
Mental/physical impairment	2,890	550
CPP/UIC	ACTUAL	17% OF ACTUAL
Tuition Fees	ACTUAL	17% OF ACTUAL
Education	$50/mon	$10/month
Charitable donations	actual to max. 20%of net income	17% of actual on first $250 and 29% of actual on excess to max. 20%

	PRE-REFORM AVANT LA RÉFORME	POST-REFORM APRÈS LA RÉFORME	PRE-REFORM AVANT LA RÉFORME	POST-REFORM APRÈS LA RÉFORME
EMPLOYMENT INCOME/REVENU LIÉ À UN EMPLOI	$30,000.00	$30,000.00	$45,000.00	$45,000.00
EMPLOYMENT EXPENSE/FRAIS LIÉS À UN EMPLOI ($500)	$500.00		$500.00	
NET INCOME/REVENU NET	$29,500.00	$30,000.00	$44,500.00	$45,000.00
DIVIDEND INCOME/DIVIDENDES	$0.00	$0.00	$0.00	$0.00
INTEREST INCOME/INTÉRÊT	$500.00	$500.00	$500.00	$500.00
TOTAL INCOME/REVENU TOTAL	$30,000.00	$30,500.00	$45,000.00	$45,500.00
CPP CONTRIBUTIONS/COTISATIONS DE RPC	$419.40		$419.40	
UIC CONTRIBUTIONS/PRIMES D'A-C	$604.76		$604.76	
RPP CONTRIBUTIONS/COTISATIONS DE REP	$1,500.00	$1,500.00	$2,250.00	$2,250.00
R.R.S.P. CONTRIBUTIONS/COTISATIONS DE REER	$1,000.00	$1,000.00	$1,250.00	$1,250.00
UNION DUES/COTISATIONS SYNDICALES	$240.00	$240.00	$240.00	$240.00
SPOUSE EXEMPTION/EXEMPTION DU CONJOINT	$3,740.00		$3,740.00	
TOTAL DEDUCTIONS/DÉDUCTIONS TOTALES	$7,504.16	$2,740.00	$8,504.16	$3,740.00
NET INCOME/REVENU NET	$22,495.84	$27,760.00	$36,495.84	$41,760.00
BASIC EXEMPTION/EXEMPTION DE BASE	$4,180.00		$4,180.00	
NET INCOME/REVENU NET	$18,315.84	$27,760.00	$32,315.84	$41,760.00
INTEREST DEDUCTION/DÉDUCTION POUR INTÉRÊT	$500.00		$500.00	
CHARITABLE CONTRIBUTIONS/DONS DE CHARITÉ	$200.00		$200.00	
TAXABLE INCOME/REVENU IMPOSABLE	$17,615.84	$27,760.00	$31,615.84	$41,760.00
FEDERAL TAX/IMPÔT FÉDÉRAL	$3,105.37	$4,742.60	$6,467.96	$8,382.60
CPP TAX CREDIT/CRÉDIT D'IMPÔT POUR COTISATIONS DE RPC		$71.30		$71.30
UIC TAX CREDIT/CRÉDIT D'IMPÔT POUR PRIMES D'A-C		$102.81		$102.81
BASIC TAX CREDIT/CRÉDIT D'IMPÔT DE BASE		$1,020.00		$1,020.00
CHARITABLE TAX CREDIT/CRÉDIT D'IMPÔT POUR DONS DE CHARITÉ		$34.00		$34.00
SPOUSAL TAX CREDIT/CRÉDIT D'IMPÔT DE PERSONNE MARIÉE		$850.00		$850.00
INVESTEMENT TAX CREDIT/CRÉDIT D'IMPÔT POUR INVESTISSEMENTS	$0.00	$0.00	$0.00	$0.00
FEDERAL TAX/IMPÔT FÉDÉRAL	$3,105.37	$2,664.49	$6,467.96	$6,304.49
SURTAX/SURTAXE	$46.58	$39.97	$120.42	$109.79
PROVINCIAL TAX */IMPÔT PROVINCIAL *	$1,552.68	$1,332.25	$3,233.98	$3,152.25
TOTAL TAX PAYABLE/TOTAL DE L'IMPÔT RÉCLAMÉ	$4,704.63	$4,036.71	$9,822.36	$9,566.53
DIFFERENCE/DIFFÉRENCE		($667.93)		($255.83)

* — PROVINCIAL TAX ASSUMED TO BE 50% OF FEDERAL TAX/L'IMPÔT PROVINCIAL EST SUPPOSÉ REPRÉSENTER 50% DE L'IMPÔT FÉDÉRAL

Conservateurs: réforme de l'impôt et des pensions

par Richard Bellaire
ACPU

Le gouvernement fédéral a proposé d'importants changements au système canadien de l'impôt sur le revenu, à l'aide fiscale aux régimes de retraite de l'employeur et aux régimes enregistrés d'épargne-retraite (REER). Dans le présent article, nous nous penchons sur plusieurs des changements proposés. Il importe de ne pas perdre de vue les deux facteurs que voici : Premièrement, les changements sont d'une vaste portée, ce qui nous empêche d'aborder tous les points pertinents. Par conséquent, ceux qui désirent obtenir des détails précis sont invités à consulter des documents plus détaillés sur la question ou à obtenir l'avis de personnes compétentes. Deuxièmement, ni les changements fiscaux, ni les changements aux pensions n'ont été adoptés par le Parlement. D'autres modifications aux propositions sont encore possibles, et particulièrement en ce qui touche la réforme générale du régime fiscal, car la Chambre des communes et le Sénat tiennent des séances sur des points détaillés. L'ACPU a comparu devant ces comités. Le numéro de septembre du *Bulletin* donne plus de détails.

Réforme des pensions

Le 9 octobre 1986, le ministre des Finances Michael Wilson présentait les modifications à l'aide fiscale à la retraite. Vu la complexité du régime de pensions canadien, les changements proposés ne pouvaient être que complexes eux-mêmes. La principale modification proposée consiste à rehausser les limites de l'aide fiscale, et ce pour tous les régimes de retraite, quels qu'ils soient. Une telle modification permettrait le versement d'une cotisation accrue au régime de retraite soit par le contribuable, soit par l'employeur, et l'un ou l'autre recevrait en échange une déduction d'impôt complète.

Les nouvelles limites fixées auront des répercussions précisément sur les régimes à cotisations déterminées (ou sur les régimes à cotisations définies comme on dit parfois). Pour les régimes de retraite à prestations déterminées, toute cotisation requise pour financer le régime serait déductible.

Les deux autres grands changements aux régimes de retraite consistent en une intégration plus étroite des prestations de retraite perçues en vertu d'un régime financé par l'employeur et d'un RÉER. A cette fin, un facteur d'équivalence s'imposera. Le calcul sera fondé soit sur la totalité des cotisations (à savoir versées par l'employeur et par l'employé) dans le cas des régimes à cotisations déterminées, soit sur le niveau de prestation dans le cas d'un régime de retraite à prestations déterminées.

A l'aide des renseignements fournis par l'employeur, le gouvernement fédéral se chargera des calculs. Pour sa part, le contribuable recevra vers la fin de l'année civile un avis lui indiquant le montant qu'il peut encore verser au RÉER.

Par souci d'équité, les particuliers adhérant à un régime de retraite à prestations déterminées qui verse des prestations d'un montant maximal auront toujours la possibilité de verser 600 $ à un RÉER.

L'autre changement de taille tient au fait que les contribuables disposeront d'un maximum de sept ans pour verser les cotisations permises à un RÉER. En d'autres mots, le contribuable qui n'a pas les moyens de cotiser à un RÉER une année donnée ne perdra pas pour autant l'aide fiscale qui lui est offerte, comme c'est le cas actuellement.

Dans la proposition initiale d'octobre 1986, il était précisé que tous les changements devaient être apportés progressivement au cours des cinq prochaines années. Mais, il est recommandé dans le Livre blanc sur la réforme fiscale de mettre le processus à exécution plus lentement. Le tableau qui suit vous montre les calendriers initial et révisé.

Exemptions	Exemptions de 87	Crédit d'impôt de 88
Personnelle de base	4 220 $	1 020 $
De personne mariée	3 700	850
De personnes à charge (moins de 18 ans)	560	65
De personnes à charge (plus de 18 ans) et		
- infirmes	1 450	250
- tous les autres	1 200	NIL
Pour âge	2 640	550
Pour handicap mental/ physique	2 890	550
RPC/AC	RÉELLE	17% DU CRÉDIT RÉEL
Frais de scolarité	RÉELLE	17% DU CRÉDIT RÉEL
Education	50 $/mois	10 $/mois
Dans de charité	réelle au max. 20% du revenu net	17% du crédit réel pour les premiers 250 $ et 29% du crédit réel en surplus au max. de 20%

NOUVELLES LIMITES DES COTISATIONS

Année	Limite des RÉER		Limites des cotisations déterminées	
	9 Oct.*	Livre blanc	9 Oct.	Livre blanc
1988	9 500 $	7 500 $	11 500 $	7 000 $
1989	11 500	8 500	13 500	10 500
1990	13 500	10 500	15 500	11 500
1991	15 500	11 500	RÉVISÉE	12 500
1992	RÉVISÉE	12 500	RÉVISÉE	13 500
1993	RÉVISÉE	13 500	RÉVISÉE	14 500
1994	RÉVISÉE	14 500	RÉVISÉE	15 500
1995	RÉVISÉE	15 500	RÉVISÉE	INDEXÉE

La limite actuelle de 1 715 $ par année de service pour la plupart des régimes de retraite à prestations déterminées sera également indexée après 1994.
* — 9 oct. est la première échéance proposée le 9 octobre 1986 et LIVRE BLANC est l'échéance révisée proposée le 18 juin 1987.

Réforme fiscale

Le 18 juin 1987, Michael Wilson a présenté son Livre blanc sur la réforme fiscale. Les propositions avancées se traduiront par un important changement dans la composition des recettes de l'Etat — lesquelles proviendront davantage de l'impôt sur le revenu des sociétés et dans une moindre mesure de l'impôt sur le revenu des particuliers — et donneront en fin de compte lieu à une taxe de vente nationale dont l'assiette serait élargie.

Voici quelques-uns des principaux changements proposés :

1. Le nombre de taux marginaux d'imposition tombe de 10 à 3.
   17 % sur les premiers 27 500 $;
   26 % sur la tranche de 27 500 $ suivante;
   29 % sur le revenu imposable dépassant 55 000 $.
   En d'autres mots, le taux

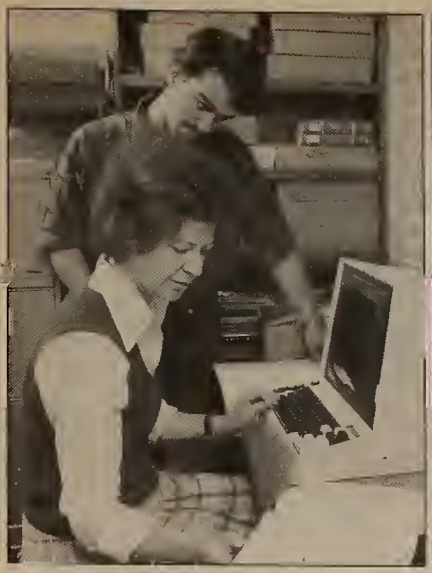
Voir IMPÔT/16

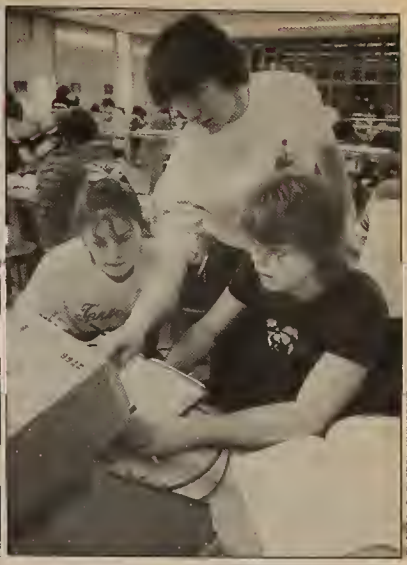
PRE-REFORM AVANT LA RÉFORME	POST-REFORM APRÈS LA RÉFORME	PRE-REFORM AVANT LA RÉFORME	POST-REFORM APRÈS LA RÉFORME	PRE-REFORM AVANT LA RÉFORME	POST-REFORM APRÈS LA RÉFORME	PRE-REFORM AVANT LA RÉFORME	POST-REFORM APRÈS LA RÉFORME
$45,000.00	$45,000.00	$60,000.00	$60,000.00	$60,000.00	$60,000.00	$75,000.00	$75,000.00
$500.00		$500.00		$500.00		$500.00	
$44,500.00	$45,000.00	$59,500.00	$60,000.00	$59,500.00	$60,000.00	$74,500.00	$75,000.00
$0.00	$0.00	$0.00	$0.00	$1,333.33	$1,250.00	$0.00	$0.00
$1,500.00	$1,500.00	$1,500.00	$1,500.00	$2,000.00	$2,000.00	$2,000.00	$2,000.00
$46,000.00	$46,500.00	$61,500.00	$61,500.00	$62,833.33	$63,250.00	$76,500.00	$77,000.00
$419.40		$419.40		$419.40		$419.40	
$604.76		$604.76		$604.76		$604.76	
$2,250.00	$2,250.00	$3,000.00	$3,000.00	$3,500.00	$3,500.00	$3,500.00	$3,500.00
$1,250.00	$1,250.00	$500.00	$500.00	$0.00	$0.00	$0.00	$0.00
$240.00	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00	$240.00
$3,740.00		$3,740.00		$3,740.00		$3,740.00	
$8,504.16	$3,740.00	$8,504.16	$3,740.00	$8,504.16	$3,740.00	$8,504.16	$3,740.00
$37,495.84	$42,760.00	$52,495.84	$57,760.00	$54,392.17	$59,510.00	$67,995.84	$73,260.00
$4,180.00		$4,180.00		$4,180.00		$4,180.00	
$33,315.84	$42,760.00	$48,315.84	$57,760.00	$50,149.17	$59,510.00	$63,815.84	$73,260.00
$1,000.00		$1,000.00		$1,000.00		$1,000.00	
$200.00		$1,000.00		$1,000.00		$1,000.00	
$32,115.84	$42,760.00	$46,315.84	$57,760.00	$48,149.17	$59,510.00	$61,815.84	$73,260.00
$6,592.96	$8,642.60	$10,631.75	$12,625.40	$11,181.75	$13,132.90	$15,281.75	$17,120.40
	$71.30		$71.30		$71.30		$71.30
	$102.81		$102.81		$102.81		$102.81
	$1,020.00		$1,020.00		$1,020.00		$1,020.00
	$34.00		$260.00		$260.00		$260.00
	$850.00		$850.00		$850.00		$850.00
$0.00	$0.00	$0.00	$0.00	$166.67	$133.33	$0.00	$0.00
$6,592.96	$6,564.49	$10,631.75	$10,321.29	$11,015.08	$10,695.46	$15,281.75	$14,816.29
$128.54	$126.69	$391.06	$370.88	$415.98	$395.21	$693.31	$663.06
$3,296.48	$3,282.25	$5,315.88	$5,160.65	$5,507.54	$5,347.73	$7,640.88	$7,408.15
$10,017.98	$9,973.43	$16,338.69	$15,852.82	$16,938.60	$16,438.40	$23,615.94	$22,887.50
	($44.55)		($485.87)		($500.20)		($728.44)

Investing In Our Future

Canada's universities are a window on the world. They're about people and ideas, research and development, next door and around the world. They're a vital part of our community, making our best resource - our people - even better.

NATIONAL UNIVERSITIES' WEEK
october 24 to november 1





PHOTOS CARLETON UNIVERSITY

THE UNIVERSITY: WHO NEEDS IT?

The Ivory Tower

A university is a community of people who come together to teach and to learn. A university is not just a collection of buildings, books, and labs, separated from the rest of the world by trees and boulevards.

The universities belong to you, the taxpayers of Canada. They are public places, and you may visit any time.

What will you find in your university? What is it for? In 1986/87 the taxpayers maintained some 70 universities across Canada. What did we receive from our investment?

Before we can answer, we must remember that university people are part of society, even while they work or study in their university. They contribute directly to the economy, to the arts and the sciences, and to the life of the community outside the university. Without our universities, our communities would be very different places.

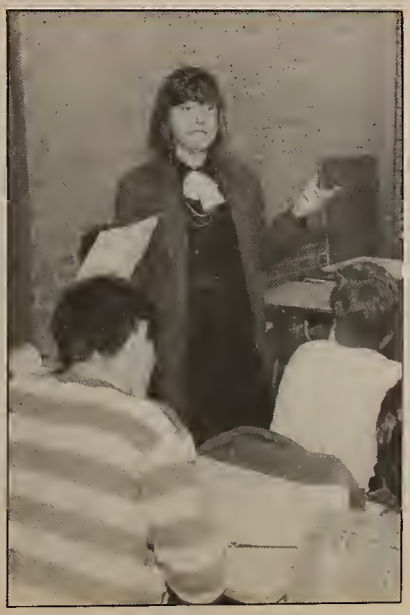
A costly luxury?

Education is an investment. In 1984-85 taxpayers paid $5,285 million for the operating costs of the universities and colleges in Canada.[1] The figures for each of the provinces are given in table 1.

When we invest in universities, we are investing in people. More precisely, we are investing in knowledge, in skills, in arts, in science and in technology.

The benefits we receive from such investments are very real, although it is difficult to measure the returns scientifically.

How do we measure the returns we receive from the skills of the nurse and the doctor, or from the talents of the musician and the mathematician? And how does one measure the benefit of a poem or a painting? The returns from such investments cannot be measured in dollars alone. This does not mean, however, that the returns do not exist.



The returns which you receive are around you, as you read this. The car which you drive was built from the designs of engineers; the engineers were trained in universities and took much of their knowledge from physicists, chemists, and mathematicians. The house in which you live could not have been built without the work of engineers and scientists and managers hired by the many companies which produced the materials to build the house. Many of the people who give you the news and entertainment in newspapers or on television learned their skills, their literacy, and their journalism in our universities.

Doctors and nurses give you health care, but they could do nothing without the knowledge of biochemists, biologists, psychologists, and pharmacologists — all of whom are trained in your universities. In schools your children and grandchildren are taught by teachers whose knowledge comes from people in universities — from historians, sociologists, political scientists, philosophers, and scientists.

Economic growth depends increasingly on technological advances and innovations, and on a highly skilled work force. This is why the state of California increased its financial contributions to the University of Califor-

The University: Who Needs It? is a special publication of the Canadian Association of University Teachers in celebration of the National Forum on Higher Education.

TABLE 1

OPERATING GRANTS TO UNIVERSITIES AND COLLEGES FOR 1984-85, BY PROVINCE

Province	Grant ($ thousands)
Newfoundland	91,033
Prince Edward Island	19,686
Nova Scotia	159,541
New Brunswick	117,695
Quebec	1,844,006
Ontario	1,691,185
Manitoba	172,473
Saskatchewan	187,019
Alberta	539,509
British Columbia	462,269

Source: Johnson, A. see reference 1.

nia and to the California State University system by more than 37% over the two years 1983-85.

This is why the United States as a whole send 33% of their high school graduates into universities or colleges. This is why Japan sends more than 63% of its high school graduates into universities, colleges, technological institutes, vocational schools, and schools of art.[2]

When we invest in universities, we are investing in knowledge, in skills, in arts, in science, and in technology.

In Canada we send only 24% of our 18-24 year olds to college or university, and we invest about 2.1% of our GNP in Post-secondary education. This is much less than our major trading partner, the United States.[3].

The Treasurer of Ontario stated in a 1984 report that one of the reasons for higher productivity in the United States was the larger proportion of people with post secondary education.[4]

Education is an investment!

Investing in skills in the labour force has contributed significantly to economic growth in the past. For instance, the increasing educational attainment of workers in Canada between 1926 and 1956 "directly led to the rate of growth of GNP being ... higher than it otherwise would have been"[5]. In terms of dollars in 1985, that added nearly $750 million to the Canadian economy.

In the United States, it has been estimated that over 40% of the growth in the productivity per worker between 1929 and 1957 was the result of educational development[6]. Those advances would have been impossible without the universities.

You do benefit from the skills and the knowledge in the labour force as a whole. Some of those skills, and that knowledge, come from high school and technical colleges. But they come also in unique ways from universities, where the high school teachers and the college instructors acquired their knowledge.

Economic growth depends upon our having a skilled labour force, and upon our having managers, scientists, technologists, and economists who can work with — and compete with — such people in other countries. We rely on them to make wise decisions, based on a broad understanding of our society and its roots. We invest in the universities — and these people are the returns on our investment.

Will I get a job?

Our children, even if they do not go to university, benefit from the economic growth to which education contributes.

Our young people, if they do go to university, will have a better chance of finding a job. And they will have a better chance of finding a job with both a high income and job satisfaction.

With a university degree or college diploma, a young person is less likely to be unemployed. In Canada in 1986 only 4.6% of people with university degrees were among the officially unemployed; only 6.6% of those with college degrees were unemployed. But 12.2% of those with high school graduation were unemployed.[7] Taking into account the "planned" unemployment of people changing jobs, a high school graduate is almost 10 times more likely to be unemployed than a university graduate.

According to the 1981 census, Canadians with a university degree earned an average of $22,995 a year. The average income for people with no university education was $12,328 a year.[8] In future the chances of getting a satisfying job - perhaps any job at all - will likely depend increasingly on your level of education. Table 2 shows that jobs requiring university or college education grew much more rapidly in Canada in the 1970s than did other jobs. Such jobs exist mainly for a minority in our population, but a growing minority.

Here is what Dian Cohen wrote recently in *McLean's:*

The choice that faces Canadians is whether to mortgage the future to the digging of ditches or to the use of our brains. It's crucial that we give at least equal weight to megaprojects based on the information age premise that people are the wealth of the economy, as we do to those projects that are still hooked on the industrial-age belief that natural resources will make us rich.[9]

What's in it for my community?

Most of the university's money is spent in the local economy. Those who work in the university buy or rent housing and purchase many other things from local business. The university itself purchases a wide variety of goods and services locally. Typical of the impact this has is the following example for Fredericton, N.B.[10].

There are about 6,000 full-time students at the University of New Brunswick's Fredericton Campus. In 1981-82, students spent over $23 million there. The university attracts many visitors and conferences. In that same year, people visiting the university accounted for over 25,000 visitor-days and spent close to $2 million. In 1981-82 no less than $60 million of spending originated in the university. The "multiplier effect" — the further increase in income in the community because each dollar is re-spent — adds another $54 million to this.

The total economic impact of the university came to nearly $2500 per resident of Fredericton in that year. Jobs directly and indirectly related to the operation of the university total more than the jobs in any other firm or institution in the city other than the provincial government. The picture is the same in many other university communities across Canada.

TABLE 2

GROWTH OF JOBS IN CANADA, 1971-1981

Type of Job	% Increase
Social sciences, law and related	139%
Managerial, administrative and financial	119%
Sciences, Engineering	72%
Medicine and Health	59%
White collar*	52%
Teaching	40%
Blue collar**	34%

*Mainly clerical and sales.
**Service, farming, fishing, machining, fabrication, mining, processing, construction, transportation.
Source: Statistics Canada Publication no. 92-920.

How hard do students work?

People sometimes imagine that students at university "have it soft", that the work is relatively easy, and that professors are not as tough as they used to be. In 1985, students paid 15.9% of the general operating expenses of Canadian universities from their fees. Are they having a holiday at the taxpayers' expense? Not at all.[11]

There is competition for degrees, and the competition is tough. Earning an undergraduate degree takes between three and five years of hard work in Canada, and the standards are high. Many students drop out before completing their degrees.

Often the B.A. or B.Sc. is only a beginning. Students may go on to take post-graduate training in Education, Engineering, Business Administration, Law, Medicine, Computer Science, or other arts and science subjects. The competition to enter these programs is very stiff, which is one reason why the competition for high marks in the B.A. and B.Sc. programs is so serious. As unemployment rates have risen in recent years, the competition has increased, since students know that their marks are critically important to their future employment prospects. Those who teach in universities know that students' workload is heavy and the pressure is very great.

One professor at the University of Victoria in British Columbia polled 110 students in 3 history classes in 1984 to find out how many hours they spent on their course. Most spent 8 hours or more a week on one course. With a full course load, they would be working at least 40 hours a week. About 20% of them are working 50 hours or more a week.[12] They had no reason to exaggerate because they replied anonymously.

PHOTO UNIVERSITY OF OTTAWA

We must also remember students are not paid a wage or salary to do their work. They are adult workers who agree to postpone wages into the future in order to acquire an education which is of benefit to themselves and to the public.

And what about professors?

A university professor is a professional person whose job is to teach and to do research.

In order to become a university professor you must spend several years at university acquiring a specialized training as a researcher in a particular field of knowledge. You must first secure a very good B.A. or B.Sc. degree. Then you must apply to do graduate studies in your field of knowledge. If you are accepted, normally you would do a Master's degree, which may take one, two or even three years. You must then apply to a university to take a higher degree, called the doctorate, or Ph.D. This degree usually takes from three to five years. Only the most promising researchers are accepted to do this degree. The doctoral student must pass a series of "comprehensive exams" in his or her field, and then do advanced research. The student will write a thesis based on his research, which will be examined by experts from inside and outside the university. Usually the student must defend the thesis in a public examination. If the committee of examiners is satisfied that the thesis meets the required standards, then the student is awarded the Ph.D. degree.

Many people with Ph.D. degrees find jobs in industry, in government, and in service industries. With a Ph.D. you may apply for jobs as a university professor, but only the best researchers are hired.

If you win the competition for a job, you are placed on probation — usually for a period of 5 or 6 years — one of the longest probationary periods of any job in Canada. Many do not survive this probationary period, either because their teaching performance is judged inadequate, or because they did not publish enough research.

In future, the chances of getting a satisfying job — perhaps any job at all — will likely depend increasingly on your level of education.

In most departments at Canadian universities, students submit evaluations of courses and of their professor's teaching performance. These evaluations are considered by the professor's colleagues and administrators and salary increases usually depend in part on good teaching.

After the probationary period the professor is evaluated by others in the discipline and by university administrators. Promotion and salary increases depend on these evaluations.

Between the beginning of September and the end of April professors probably spend at least half their time teaching. They may spend about nine hours a week in the classroom; they must prepare lectures (a one hour lecture may take several hours to prepare); they must mark essays, exams, lab reports, and other work by their students; they must spend several hours a week consulting with students individually; they must spend time in meetings and doing administrative work. In addition, professors must continue to do research and to write, since the production of new knowledge is part of the professor's basic duty.

The work of professors, like the work of their students, is task-oriented. But there can be few professors who work as little as 40 hours a week. No professor gets 4 months' holiday a year, as some people seem to think. During the summer professors must continue to do research and to write. A professor is usually entitled to four weeks' holiday a year. Many take shorter holidays or none at all.

Why would anybody want to go into this profession? The answer is simple: learning and teaching are in themselves immensely satisfying. Researchers *like* what they do. Usually they cannot imagine doing any other work. They also believe that their work is important for Canada.

Are salaries high?

In Canada professors are paid less than other professional people with comparable training. Professors are paid less than doctors, lawyers, engineers, or civil servants.

Professors start earning regular salaries later than other working people, because of their long training. While completing their training they receive little or no remuneration. Thus they are at a disadvantage compared to private sector employees, who may earn salaries or wages from the beginning of their training. Many professors also have a sizeable student loan to repay after they begin working.

When professors begin earning salaries, their pay will be low. Table 3 compares salaries in various professions in Canada in 1982.

The cumulative lifetime earnings of professors will be well below earnings in other professions. If we average the annual salaries of various workers over a normal working lifetime (using 1979 figures) we find that professors earned an annual average of $21,431 in 1979 dollars to retirement at age 65. This compares to the following lifetime annual averages: Lawyer - $44,706; Accountant - $35,792; Engineer - $25,717; Carpenter: $23,039; School teacher - $22,648.[13]

In the last 15 years, professors' salaries have declined in terms of real purchasing power. They have also fallen behind other wage earners in Canada. In 1985 the average Canadian professor's salary was worth $710 *less* than it was in 1983, and $1683 *less* than it was in 1971.[14]

If you win the competition for a position as professor, you are placed on probation — usually for a period of five or six years — one of the longest probationary periods of any job in Canada.

An average worker in Canadian industry earned a salary worth $2105 *more* in 1983 than in 1971. Between 1971 and 1983, the real personal income per employee in Canada increased by 24.6%.[15] Therefore, in terms of real purchasing power, the average professor has lost about 3.6% of his or her salary since 1971, while an average industrial worker has gained 9.6% and the average employee 24.6%.

The result is that other employers can offer both job satisfaction and higher salaries. Some of our very best professors and researchers have left the universities. Perhaps more important in the long run is that many students do not view being a professor as an attractive career relative to other options. In 1984, one of the best engineering graduates of the University of New Brunswick decided against seeking a higher degree to become a professor when he was offered another job at a starting salary higher than his faculty advisor, who had a PhD and almost 15 years of experience as a professor. Similar anecdotes can be told about most universities.

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When the best researchers go elsewhere, the loss is direct and serious. Researchers bring into the university thousands of dollars a year in research funds, paid by governments, research foundations, or private industry. In 1984 there were 34,710 professors in Canada and the total university revenues for sponsored research amounted to $737,690,000.[16] Thus, a professor attracts to the university, on average, about $21,222 per year in research funds.

Often a good professor brings in research funds greater than his or her annual salary. These dollars are not added to the professor's salary. They are used to hire research assistants or technicians, or to buy materials and equipment necessary for research. They are spent in the local economy.

When the best researchers go elsewhere, the impact can be cumulative. Consider an analogy. Suppose you owned the best hockey team in the NHL and suppose you traded away your best player every year. What would happen to your hockey team over time? By taking away the best you leave fewer skills and a less competitive, less stimulating environment for everybody. Even the average players would deteriorate in quality.

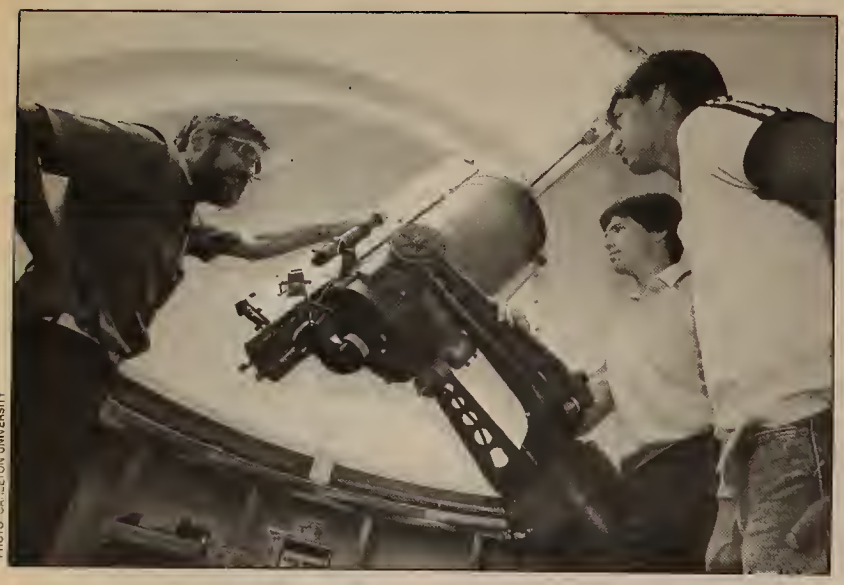
This could happen to our universities. This is why our universities are trying to prevent the salaries of professors from declining further. We can not afford to lose the competition for the best people to teach and do research.

TABLE 3

STARTING WAGES AND SALARIES IN CANADA, 1982-83

Job	Apprenticeship duration & pay	Starting Annual Pay
Plumber	1 1/2 to 4 yrs. @ 65% to 90% of journeyman wage	$25,740
Letter Carrier	1 year	$24,860
Registered Nurse	2 to 4 years	$22,835
School Teacher (Floor Salary, Averaged over Provinces)	4 years undergraduate	$22,918
Assistant Professor* (Average Floor Salary)	8 years	$24,289

Source: *What Jobs Pay*, Paul Aniseff and Etta Baichman, Hurtig Publishers, Edmonton
*Statistics Canada, Cat. 81-2585



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What's a sabbatical?

People sometimes imagine that every professor has a paid holiday every six or seven years, when he or she lies on a beach in Spain or Greece at taxpayers' expense. This is not the case.

The general "Terms and Conditions" of employment for professors are a matter of public record. You may see a copy of this document by visiting the Personnel Office or the Faculty Association at your university.

A professor who has survived his initial probationary period normally may apply for a year's "study leave" if, and only if, he or she has completed six years of full-time teaching. Study leave means that the professor may be excused from teaching duties for a year, in order to concentrate on research.

Remember that one of the most important parts of the work of professors is doing research, discovering new knowledge, and writing up their findings for publication. This helps to maintain and increase the stock of knowledge and skills in Canada from which we all benefit. In addition, it is through this work that a new generation of researchers is trained. If professors did not do this work, we would rapidly lose our capacity to maintain that stock. Professors must have time to do their work, and it is standard practice to give study leave to the best researchers in universities across North America.

The cumulative lifetime earnings of professors are well below earnings in other professions.

To apply for study leave does not mean that you will get it. Professors must satisfy their colleagues and administrators that they deserve study leave. Even when they are granted study leave, professors will be paid only a portion (usually 70-80%) of their regular salary while on leave. Often professors cannot afford to take substantial salary cuts in order to go on study leave. So they apply to a research foundation for a "leave fellowship" - money to make up the loss in salary.

Professors compete with each other for available fellowships. The competition is stiff and many do not succeed. In 1984-85 the Social Sciences and Humanities Research Council evaluated about 700 applications for leave fellowships and approved only 29% of them! Of the 500 who were unsuccessful, many will accept the salary cut in order to do their research. How many Canadians would accept 70% of their salary for a year in order to better perform the most important aspects of their job?

Often professors also require research grants to support their research: they may have to travel to use labs or archives elsewhere in Canada or outside the country; they may need to consult with experts elsewhere; they may need to purchase scientific equipment, pay for computer time, hire computer expertise, hire lab assistants, and so on. Funds for research grants are also very limited, and professors must compete for these funds.

When professors complete their study leave, they must submit reports on their research to those who gave them research grants and leave fellowships. If the reports are unsatisfactory, or if the professor does not write works for publication, he or she will have great difficulty securing leave money again.

Competition is a fact of life for professors in our universities, and this is not a bad thing. Professors compete for money, and they compete with others in the quest for knowledge and skills. Unlike many other professional people, professors must compete with their fellows for the very tools which are essential to their job: they must compete for the time and the research grants which are necessary to do research.

When research funding is scarce, the competition may be too stiff, and potentially valuable research may be stopped.

Can professors be fired?

Some people think that tenure means that professors can never be fired, so they can putter about in the garden for the rest of their lives at taxpayers' expense. The truth is quite different.

Tenure means that the professors have completed their initial probationary appointment, they have been evaluated by their peers and their administrators, and they have been found worthy of continuing to hold their jobs. Thereafter they may be fired only for just cause. The CAUT *Handbook*[17] defines tenure as "an appointment without term that may be terminated only through resignation, retirement or dismissal for good reasons as established by a proper hearing."

What are "good reasons"? Gross misconduct, incompetence or persistent neglect of duties are all recognized as good reasons. It is also generally accepted that tenured professors may have to be laid off in the case of a university suffering extraordinary financial exigency.

Professors must compete with their fellows for the very tools which are essential to their job: they must compete for the time and the research grants which are necessary to do research.

It should be no surprise to learn, in view of the above considerations, that few professors are fired after having been granted tenure. Less competent researchers are cast aside in the long competitive struggle to get a Ph.D., to get a job, to pass one's probation, and so on. Ask yourself this: how many medical doctors are fired every year? Very few. Why? Because the tests they must pass during their training are so rigorous that only dedicated, determined and highly competent people are allowed into the profession. The same is true of professors.

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If a Dean or a President believes that a professor is incompetent, the onus is on them to prove incompetence. The tests for incompetence are very strict, and they must be so. They must be so because the professor is one who works with ideas, knowledge, and theories about the world and about society. The university must not be allowed to fire professors because some groups or individuals do not like their ideas. The university would then be in danger of crushing ideas and knowledge, instead of creating them.

If professors live in fear that they may be fired for having unpopular ideas, they will be inhibited in their creation of knowledge — and the university would then be destroying the very reason for its existence. This is why the Terms and Conditions of Employment for most faculty guarantee the right to study, teach, publish and criticize as they see fit, without deference to any prescribed doctrine. They also recognize that this freedom carries with it the duty to use that freedom in a way that is consistent with an honest search for truth.

All universities of consequence in North America follow rules similar to these. They are the academic equivalent of freedom of the press and of a free and independent judiciary. In fact judges have tenure similar to professors, and for similar reasons. Thus, tenure is basic to a free and democratic society. If we were to change the rules and to deny free expression of ideas in universities, many professors would leave, and it is unlikely that the universities as we know them could survive.

What is "Academic Freedom"

Academic freedom means the freedom of those in the university to express ideas, to write, to teach, and to suffer no ill consequences for doing so. Professors must have the freedom to express ideas that may be unpopular or controversial. Ideally, there should be as few restrictions as possible in the "free market" of ideas. Ideas must be tested against other ideas, theories against theories, and this process works efficiently and creatively only in a condition of freedom.

This does not mean that there are no limits to freedom of expression in the university. There are limits to freedom of expression in our society: there are laws against inciting racial hatred; there are laws of libel; and there are laws against certain kinds of obscenity. The university exists within society, and so university people must obey the laws too.

If professors live in fear that they may be fired for having unpopular ideas, they will be inhibited in their creation of knowledge — and the university will then be destroying the very reason for its existence.

There are other limits to freedom of expression in a university. Professors are always aware that their ideas may have effects outside the university. Scientists, for instance, know that the discovery of nuclear fission led not only to nuclear power but also to the atomic bomb. Economists know that their theories may influence directly the actions of politicians: the theories of Adam Smith and Karl Marx and John Maynard Keynes had very direct effects on politicians and on entire societies. Thus the further limit on academic freedom is that it be used responsibly. This responsibility is best ensured by the fullest debate within the university and outside it of the merits and demerits of these ideas and their consequences. Freedom of expression, and freedom of ideas, are the essential functions of a university. Without academic freedom the university cannot exist.

Does the public have a say?

"University autonomy" means the ability of the university to govern itself while at the same time remaining accountable to society as a whole. University autonomy, or self-governance, is usually considered to be essential to academic freedom.

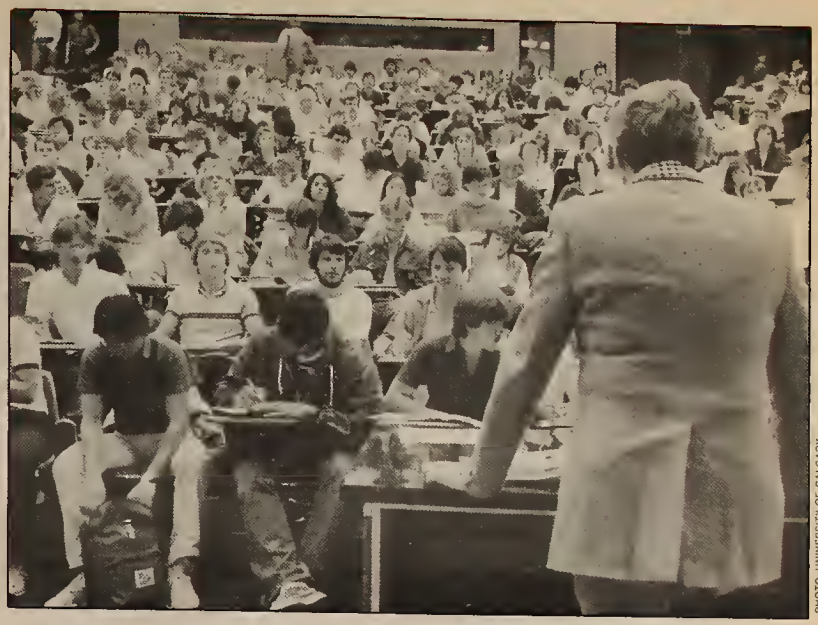


PHOTO UNIVERSITY OF CALGARY

Since ideas and knowledge and skills are the product of the university, the university must protect its freedom to create and to express these things. The university must, therefore, govern itself to a very large degree: the university must be able to say what is knowledge, or what constitutes skill. The university must be able to say what is mathematics, for instance, and whether mathematical knowledge is necessary for other types of knowledge, such as physics, chemistry, or computer science.

If somebody who never used mathematics decided that it was useless, and acquired the power to forbid mathematics in the university, then the "free market" of ideas would disappear and many areas of knowledge, even outside mathematics, would wither and die. Without mathematics there could be no physics, no engineering, no computer science, and only a primitive medicine.

If somebody who never used Greek or Latin languages had the power to forbid the teaching of these, then many in the university who need such specialists would suffer, for the ancient peoples who spoke these languages gave us the roots of our modern languages and our culture and our politics.

The people of the university must have the independence to decide what is knowledge. They must also be left to decide what is to be taught, and what is to be learned. They must have a forum or senior academic body - usually called the Senate or General Faculties Council - in which they and their representatives argue and decide what subjects are important and what knowledge is to be taught. The independence of this academic body is vital, since without that independence the efficient creation of knowledge and skills cannot occur.

The Senate normally includes professors, students, and university administrators.

At the same time the university and its members must answer to society for what they do, and they must be told what society expects of them. The Board of Governors is the bridge between society and the university. Typically, the Board has broad powers to ensure that the university meets the needs of the taxpayer. Most of the Board members are businessmen, professionals, or union leaders from the community and the province. They usually have the ultimate decision-making power in regard to the financial policies of the university and thus ensure the accountability of the institution.

All universities in North America operate within similar general rules. Nobody has demonstrated that this governing system fails to serve the public interest. Certainly no one has demonstrated that it would be better if they were run by politicians or bureaucrats.

Many years ago, the politicians did choose the professors. One story illustrates the problem. When the University of Toronto advertised for a scientist, it received an application from one of the best known scientists in the world. The Premier of Ontario turned down the application and required Toronto to hire one of his relatives.

Academic freedom means the freedom of those in the university to express ideas, to write, to teach, and to suffer no ill consequences for doing so...without it the university cannot exist.

Nothing could better illustrate why universities insist on autonomy. If we change the rules in Canada, then we may lose many of our best researchers and teachers.

University autonomy is just as essential to the existence of the university as is academic freedom. If government or society attempts to dictate what is knowledge, and what is taught, the efficient production of knowledge is gone, and the university may be mortally wounded.

In Germany in the 1930s the government eliminated university autonomy and attempted to dictate what was taught and who should teach according to Nazi ideology. Most dictatorships try to do the same thing. The result in Germany was the emigration of many of the best of the country's scientists, the stagnation of its universities, and - above all - a tyranny of ignorance and prejudice.

Fine arts: a frill?

Some people think that "culture" and "art" are luxuries to be enjoyed by a few. In good times we can afford them. But why spend taxpayers' money training artists when we need industry and jobs?

There are two answers to this question. First, the arts are an industry, and it is big industry! It includes broadcasting, publishing, visual and performing arts, recording, advertising, and motion pictures. In Canada in 1981 this industry was our largest industry in terms of labour employed, and it paid wages of $2.5 billion. In Vancouver alone in 1982 non-profit arts organizations spent $17 million in the local economy, and it is estimated that spending by audiences (the audience "multiplier effect")

brought the total spending relating to arts entertainment to $43 million.[18]

The arts also attract visitors to our cities. In Canada in 1984, millions of tourists spent $16.5 billion on entertainment and recreation.[19]

The arts industry exists largely because our universities give us professional artists. In fact, over 90% of the graduates of our faculties of Music and Fine Art in Canada find jobs and enjoy high job satisfaction. Music and Fine Arts are definitely not frills. They contribute to our culture and to the quality of our lives — and they contribute to the economy.

The other reason why Fine Arts is not a frill is obvious: we need artists, not just for the money which they attract, but also for the pleasure and the beauty which they give us by their work.

Have universities experienced restraint?

In Canada, universities have been subject to a policy of restraint for over ten years. Our universities continue to experience restraint. However, the situation is becoming critical.

As Graph 1 shows, the money spent on universities in Canada has declined as a percentage of government spending. In 1971, out of every dollar the provincial and federal governments spent on your behalf, over 4 cents went to universities. Today, the federal and provincial governments spend only about 2 1/4 cents on universities.[20]

The Board of Governors is the bridge between society and the university...it has broad powers to ensure that the university meets the needs of the taxpayer.

This restraint has not occurred because of a decline in the number of students. Nor has it declined as a result of a decrease in demand for research.[21] This is shown in Graph 2. Since 1977, there has been more than a 25% increase in the number of students at Canadian universities. Also since 1977, the amount of sponsored research and development in Canadian universities has increased by more than 35% in real terms. During this period, there has been less than a 5% increase in university expenditures.

PHOTO CARLETON UNIVERSITY

However, the national averages hide some extreme cases. In Ontario, the universities have experienced increased undergraduate enrolments of 59% and increased research pressures of 42% since 1970. Over that same time period, operating budgets have fallen by 14.5% in real terms.[22]

It is clear that the universities have been using their dollars more efficiently. They use fewer dollars to teach more students and do more research. Graph 3 shows that the cost of educating a full time student at a Canadian university has fallen sharply. By this standard there has been an 18% improvement in productivity since 1978 alone.

In 1981 the arts industry was Canada's largest in terms of labour employed and it paid wages of $2.5 billion.

In Canada, professors have been teaching far more students in recent years. Graph 4 shows the change in the student-professor ratio in Canadian universities since 1977. Professors have been subject to restraint. They have taught more students, and have done so even as their salaries were declining in real terms.

Our universities have implemented restraint in expenditures. The fact that they have done so proves that universities remain accountable to society, and willing to work within the limits of what society can afford.

At the same time universities have a duty to warn society that such massive restraint does entail costs. When restraint is applied, to the degree that our universities are experiencing it, the quality of education must suffer. Classes become over-crowded, libraries cannot buy all the books they need, lab equipment is out-dated, valuable programs may disappear altogether, and many of the best professors and our best administrators go elsewhere.

Have students experienced restraint?

The cost to the student of a university education is high in the short run. It may cost as much as $25,000 to earn a four-year degree. There is also a large cost in lost earnings. This could amount to another $25,000 even if the student had earned only the minimum wage for only 8 months of each year spent at university. There are scholarships, but they are available to very few, and there are loans, but they are increasingly difficult to obtain. Taken together these facts mean that it is increasingly difficult for qualified high school graduates to enter university.

Students continue to seek education in our universities even though it costs them more. In recent years, tuition fees in all parts of Canada other than Quebec have increased at a rate greater than the cost of living. Typical tuition fees at a Canadian university are now about $1300 except in Quebec where they are substantially lower. In addition, students must often live away from home, and they receive no living allowance to help them. In some provinces, it has become more difficult to obtain government assistance.

When restraint is applied, to the degree that our universities are experiencing it, the quality of education must suffer.

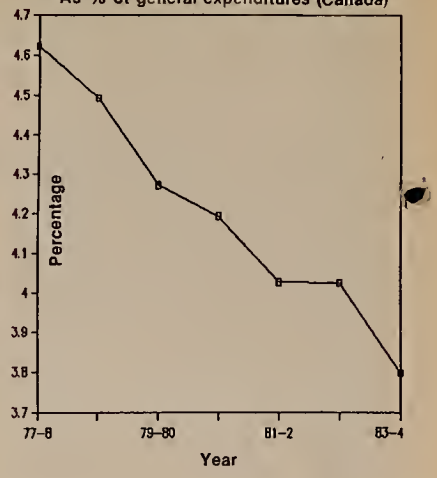
Students have been subject to restraint, but again there is a cost. An example is the experience of the University of Victoria. In 1984 many qualified students who had been admitted did not show up. The university surveyed about 1000 of these. Some had gone to other universities and colleges, but most had decided not to continue their education — and over half of these said that money was a problem.

There is no equal opportunity in higher education. In many parts of Canada, high school graduates in urban areas are much more likely to go to university than are those from the rural areas, and the gap is widening.

GRAPH 1

PROVINCIAL OPERATING GRANTS

As % of general expenditures (Canada)



If you live in a rural area it is much tougher for you or your children to go to university and to benefit from the job opportunities which come from a university degree. It will cost you much more than it would if you lived in an urban setting with a university in the city. These costs must be recognized and means found to ensure that all Canadians have an equal opportunity to benefit from a university education.

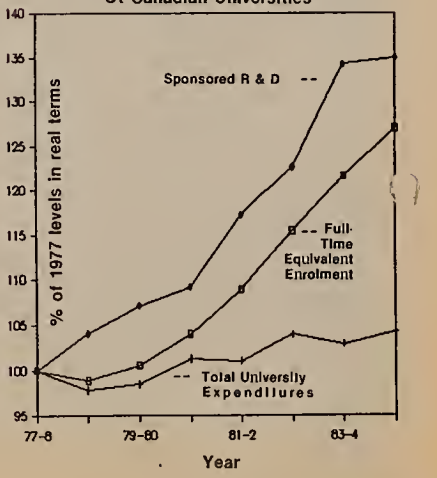
The disappearing dollar mystery

There is a serious disagreement behind the scenes about who is paying for our universities. Both the federal and provincial governments contribute to the operating grants. Over the past ten years both levels have found ways of reducing their commitments and blaming the other level. This is a neat political trick, but you are the ultimate loser since the quality of Canadian universities is bound to be affected.

GRAPH 2

EROSION OF THE FINANCIAL CAPACITY

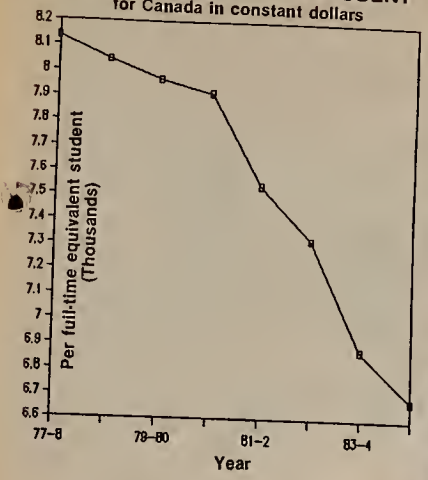
Of Canadian Universities



GRAPH 3

EXPENDITURE PER FTE STUDENT

for Canada in constant dollars



Between 1982 and 1984, the federal government made changes in the fiscal arrangements which reduced its commitments by over $1 billion per year. However, some of the provinces have been even more irresponsible. The situation in British Columbia is very instructive.

In both 1984 and 1985, federal contributions to BC increased substantially, yet the provincial government decreased the operating grants to the universities. Had the province maintained its share of the funding at the same relative position as in 1978, the universities and colleges of BC would have received $149 million more than they actually did in 1985.

Is the provincial government taking money which properly belongs to the universities and using it for other purposes? Not necessarily: it depends how you interpret the figures. The provincial government disputes the federal figures. But what is very clear is that by any measure, the net provincial contribution to universities is falling at a very rapid rate in BC.

Many citizens in BC are asking: Where did that money from the federal government go? In what things was it invested? Will that investment yield greater returns than if it had been invested in the education of our young people?

GRAPH 4

STUDENT-TEACHER RATIO

FTE students per full-time faculty

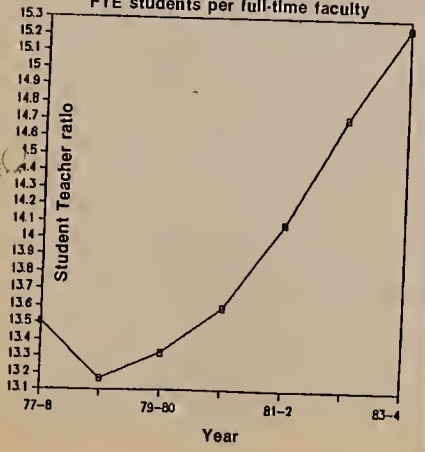


PHOTO CARLETON UNIVERSITY

British Columbia is not unique. In Ontario, for instance, real expenditures per full time equivalent students fell from $7531 in 1977-78 to $6219 in 1984-85, — a drop of 17.4%.

There has been a series of sterile wrangles between the federal and provincial governments over this issue. Both levels of government have made cuts in their funding for higher education and blamed the cuts on the actions of the other level of government. The loser has been the universities and colleges of Canada who have been caught in the cross-fire. Canada urgently needs both levels of government to meet their responsibilities to the young people of Canada and negotiate improved provisions for the funding of universities and colleges.

Are we the uneducated Canadians?

In Canada we send far fewer young people to university than does our major trading partner, the United States. Furthermore, as Table 4 shows, there are large differences among regions in the percentage of 18-24 year olds whom we send to university. We are wasting our human potential.

Canadians in all provinces should have equal access to quality education. In some parts of the country it is clear that government prefers to import professional workers rather than educate its own people. This is not only scandalous, but it will not work in the long run since the whole world is competing for the best and the brightest.

And what about economic growth?

The rate of unemployment in Canada is unacceptably high, and particularly so among our young people. Where will these people find jobs?

Our traditional industries - farming, forestry, mining, and the fisheries - appear unable to create jobs as quickly as they used to, even as they recover from the recent recession.

Both levels of government have made cuts in their funding for higher education and blamed the cuts on the actions of the other level of government.

If economic recovery is to occur in Canada, it will only come if there is a partnership and cooperation between many groups and institutions in our society. The universities must be part of this partnership.

We should listen to our professors of forestry who have been warning us for years of the costs of failing to engage in forest management and reforestation. We should listen to the scientists and technologists, who

TABLE 4

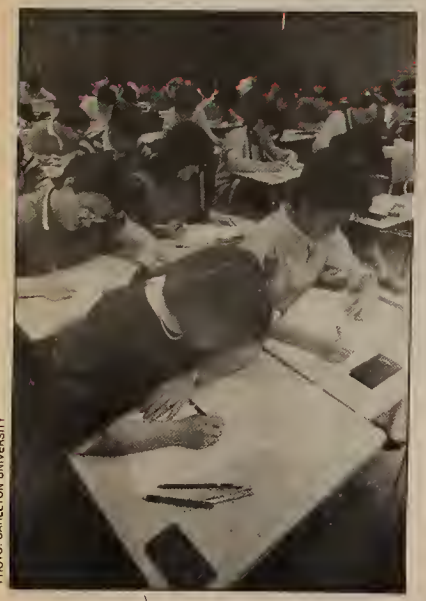
FULL-TIME UNIVERSITY ENROLMENT RELATED TO 18-24 AGE GROUP

	71-72	74-75	77-78	80-81	83-84	85-86
NEWFOUNDLAND	10.7%	8.2%	8.9%	9.0%	10.3%	12.8%
P.E.I.	13.2%	9.5%	10.1%	8.4%	10.4%	10.7%
NOVA SCOTIA	16.5%	16.2%	16.6%	16.1%	19.4%	20.1%
NEW BRUNSWICK	13.2%	12.0%	11.8%	12.0%	14.9%	15.7%
QUEBEC*	8.0%	8.5%	9.2%	10.2%	11.7%	13.5%
ONTARIO	14.2%	14.9%	14.8%	14.4%	15.9%	16.2%
MANITOBA	14.2%	13.7%	13.2%	12.4%	15.1%	15.1%
SASKATCHEWAN	14.3%	12.3%	12.2%	11.5%	14.6%	15.0%
ALBERTA	14.2%	13.0%	11.4%	9.1%	11.3%	13.6%
B.C.	11.0%	10.3%	9.7%	9.2%	10.5%	10.6%
CANADA	12.0%	12.0%	12.0%	11.7%	13.5%	14.5%

*Quebec figures are lower because of their unique postsecondary education structure.

Source: Statscan: Education in Canada, 81-229

EDUCATION IS OUR MOST IMPORTANT MEGAPROJECT!



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What are we going to do about it?

Who needs universities?

You do. So do your children.

PHOTO UNIVERSITY OF OTTAWA

know how we may link resource development to technological innovation. We should listen to the economists, who have knowledge of market demands and can project these into the future.

And we should listen to those businessmen who tell us that future economic growth will depend on our ability to compete with the management, the skills, the technology, and the innovative capacities of other nations. They are telling us that new investment may be attracted to regions of North America, not by means of tax breaks alone, but only where a combination of advantages is present. Those advantages include: a highly skilled labour force; a stable industrial relations system; existing local pools of financial and physical capital; and - according to the Office of Technology Assessment in Washington D.C. - "the proximity of a strong research university".[23]

We might listen to the American businessman who said: "Lots of companies end up where they are because there's an educational institution nearby." We might listen to the President of an electronics firm in North Carolina who said: "It was really the university situation that got things started." We might listen to the executives of companies in the North Carolina Research Triangle, in the Vermont Industrial Development Authority, in the Tennessee "technology corridor", and in California's "silicon valley." They are telling us that their firms located where they did in large part because of the availability of highly-skilled labour and well-funded universities. As the Governor of Pennsylvania said: "The resources for building with new technology have always been here ... We have 50,000 scientists and engineers ... perhaps because four of the country's top research universities are here."

We might listen to the businessmen and the economists and many others who are saying that in future we need not only specialists, but highly literate young people with a sound general education who may be trained to work with the new technologies of tomorrow.

Do you agree that we should limit the benefits of post-secondary education to the fortunate few? Are you prepared to lose the competition for skills and knowledge? Do you wish to give away the opportunity for knowledge-based economic growth?

Are you prepared to say to your children: "You cannot go to university - we cannot afford it"?

If your answer is no then do not remain silent. Tell the next politician who knocks on your door, tell your MP or MLA, tell the next pollster who phones, and tell your children: education is our most important megaproject!

PHOTO SIMON FRASER UNIVERSITY

FOOTNOTES

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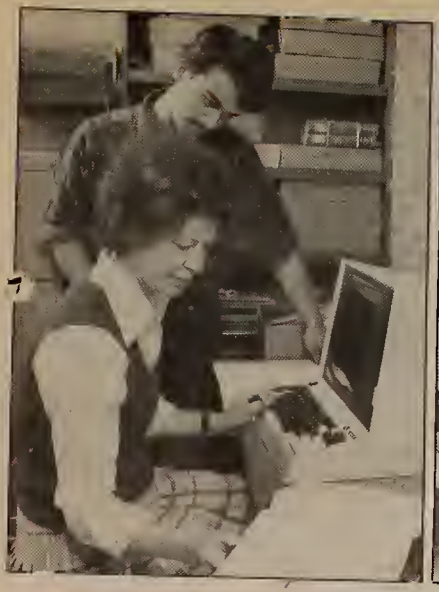
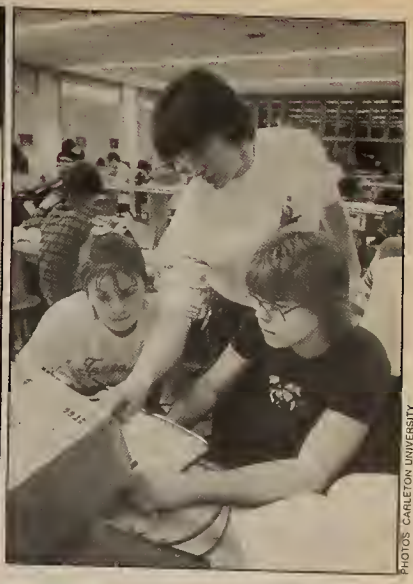
Acknowledgement: This special feature of the *CAUT Bulletin* is based on a publication of the same name issued by the Alliance to Defend Education in Victoria, B.C.





PHOTOS: CARLETON UNIVERSITY

QUI A BESOIN D'UNE UNIVERSITÉ?

Tour d'ivoire?

Une université, c'est une collectivité de personnes qui se réunissent pour enseigner et pour s'instruire. Ce n'est pas simplement un ensemble de bâtiments, de livres et de laboratoires que des arbres et des boulevards séparent du reste du monde.

Les universités vous appartiennent à vous, les contribuables du Canada. Ce sont des lieux publics et vous pouvez les visiter en tout temps.

Qu'allez-vous trouver dans votre université? A quoi sert-elle? En 1986-87, les contribuables ont maintenu quelque 70 universités dans l'ensemble du Canada. Qu'est-ce que votre investissement vous a valu?

Avant de pouvoir répondre, il faut se rappeler que les universitaires font encore partie de la société même lorsqu'ils travaillent ou étudient dans leur université particulière. Ils contribuent directement à l'économie, aux arts et aux sciences ainsi qu'à la vie de la collectivité extérieure. Sans nos universités, nos collectivités seraient des lieux fort différents.

Un luxe couteux?

L'enseignement est un investissement. En 1984-85, les frais de fonctionnement des universités et collèges au Canada ont coûté 5,285 millions au contribuable[1]. Les chiffres de chacune des provinces sont présentés au tableau 1.

En investissant dans les universités, nous n'investissons pas dans des personnes. Plus précisément, nous investissons dans du savoir, des compétences, des arts, des sciences et de la technologie. Les avantages que nous valent ces investissements sont très réels, bien qu'il soit difficile de mesurer scientifiquement ce rendement.

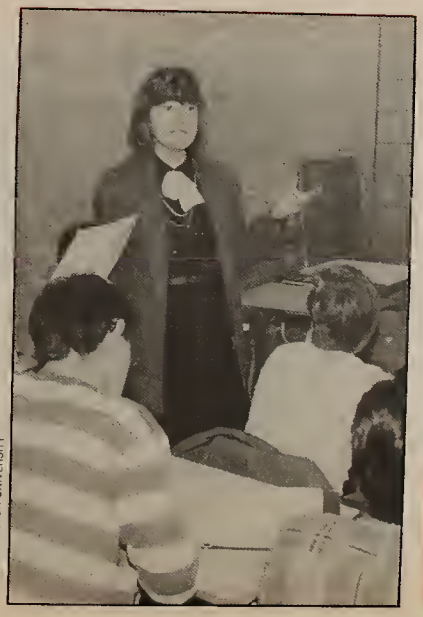


PHOTO: CARLETON UNIVERSITY

Comment mesure-t-on ce que rapportent le savoir-faire de l'infirmière et du médecin ou les talents du musicien et du mathématicien? Comment se mesure ce que rapportent un poème ou un tableau? Le rendement de ces investissements ne peut se mesurer en argent seulement. Cela ne signifie pas, cependant, qu'il n'y a pas de rendement.

Le rendement que nous obtenons nous entoure au moment même où vous lisez ces lignes. La voiture que vous conduisez a été construite d'après les plans d'ingénieurs; ces derniers se sont formés dans des universités et ont reçu de physiciens, de chimistes et de mathématiciens une bonne partie de leur savoir. La maison que vous habitez n'aurait pu se construire sans le concours des ingénieurs, des scientifiques et des gestionnaires embauchés par les nombreuses sociétés qui ont fabriqué les matériaux dont est faite la maison. Plusieurs des personnes qui vous fournissent les nouvelles et les distractions que vous trouvez dans les journaux ou à la télévision ont appris leur métier, leur savoir et leur journalisme dans nos universités.

Les médecins et les infirmières vous donnent des soins de santé, mais ils ne pourraient rien faire sans le savoir du biochimiste, du biologiste, du psychologue et du pharmacien, tous formés dans nos universités. A l'école, des maîtres dont le savoir vient d'universitaires—

Qui a besoin d'une université? **est une publication spéciale de l'Association canadienne des professeurs d'université en l'honneur du Colloque national sur l'enseignement postsecondaire.**

TABLEAU 1
SUBVENTIONS PROVINCIALES DE FONCTIONNEMENT VERSÉES AUX UNIVERSITÉS ET AUX COLLÈGES POUR 1984-85

Province	Subventions (en milliers du dollars)
Terre-Neuve	91 033
Ile-du-Prince-Edouard	19 686
Nouvelle-Ecosse	159 541
Nouveau-Brunswick	117 695
Québec	1 844 006
Ontario	1 691 185
Manitoba	172 473
Saskatchewan	187 019
Alberta	539 509
Colombie-Britannique	462 269

Source: Johnson, A. voir référence.

historiens, sociologues, politicologues, philosophes et scientifiques — instruisent vos enfants et petits-enfants.

La croissance économique dépend de plus en plus du progrès et des innovations technologiques et d'une main-d'oeuvre hautement qualifiée. C'est pour cela que, de 1983 à 1985, l'Etat de la Californie a accru de plus de 37 % ses contributions financières à l'Université de la Californie et au système universitaire de la Californie.

C'est pour cela que les Etats-Unis envoient 33 % de leurs diplômés du secondaire dans les universités ou collèges. C'est pour cela que le Japon envoie plus de 63 % de ses diplômés du secondaire dans les universités, collèges, instituts de technologie, écoles professionnelles et écoles des beaux-arts[2].

Au Canada, nous envoyons seulement 24 % de nos 18-24 ans au collège ou à l'université et nous investissons environ 2,1 % de notre PNB dans l'enseignement postsecondaire, ce qui est beaucoup moins que notre grand partenaire commercial, les Etats-Unis[3]. Le Trésorier de la province d'Ontario a déclaré dans un rapport de 1984 qu'une des raisons de la plus grande productivité des Etats-Unis tenait à leur plus forte proportion de diplômés de l'enseignement postsecondaire[4].

En investissant dans les universités, nous investissons dans du savoir, des compétences, des arts, des sciences et de la technologie.

L'enseignement est un investissement!

L'investissement dans des métiers de la population active a beaucoup contribué à la croissance économique dans le passé. Ainsi, par exemple, l'élévation du niveau d'instruction des travailleurs du Canada entre 1926 et 1956 "a concouru directement à ce que le taux d'augmentation du PNB soit...plus élevé qu'il ne l'aurait été autrement[5]. En argent, cela a ajouté près de 750 millions à l'économie canadienne en 1985.

Aux Etats-Unis, on a estimé que plus de 40% de la croissance de la productivité par travailleur entre 1929 et 1957 a tenu au développement de l'instruction[6]. Ces avances auraient été impossibles sans les chercheurs formés dans les universités.

Vous bénéficiez réellement des capacités et des connaissances de l'ensemble de la population active. Certaines de ces capacités et de ces connaissances viennent de l'école secondaire et du collège technique. Elles viennent aussi, cependant, de façon bien particulière des universités où les maîtres du secondaire et les professeurs de collège ont acquis leurs connaissances.

La croissance économique exige une population active qualifiée ainsi que des gestionnaires, des scientifiques, des technologues et des économistes capables d'agir en association—et en concurrence—avec des gens semblables dans d'autres pays. Nous nous reposons sur eux du soin de prendre de sages décisions fondées sur une vaste compréhension de notre société et de ses racines. Nous investissons dans les universités et ces personnes sont le rendement de notre investissement.

"Vais-je trouver un emploi?"

Nos enfants, même sans aller à l'université, bénéficient de la croissance économique à laquelle contribue l'enseignement.

Nos jeunes gens, s'ils vont à l'université, seront mieux en mesure de trouver un emploi. Ils auront une meilleure chance de trouver un emploi bien payé et intéressant.

Le jeune titulaire d'un grade universitaire ou d'un diplôme de collège est moins susceptible, cependant, de chômer. Au Canada, en 1986, seulement 4,6% des diplômés d'université figuraient parmi les chômeurs officiels; seulement 6,6% des diplômes de collège chômaient. Cependant, 12,2% des diplômés du secondaire étaient sans emploi[7]. Compte tenu du chômage "planifié" des gens qui changent d'emploi, le diplômé du secondaire est presque 10 fois plus susceptible de chômer que le diplômé d'université.

Selon le recensement de 1981, les Canadiens pourvus d'un grade universitaire gagnaient 22 995 $ par année en moyenne. Le revenu moyen des personnes sans formation universitaire était de 12 328 $ par année[8].

Dans l'avenir, les chances d'obtenir un emploi satisfaisant, sinon simplement un emploi, dépendront de plus en plus du degré d'instruction. Le tableau 2 montre que les emplois exigeant une formation universitaire ou collégiale ont augmenté beaucoup plus rapidement au Canada dans les années 70 que les autres emplois. Ces emplois existent surtout pour une minorité des Canadiens, mais une minorité grandissante.

Voici ce qu'a écrit récemment Dian Cohen dans le *MacLean's*:

> Le choix qui confronte les Canadiens est d'hypothéquer l'avenir pour creuser des fossés ou pour utiliser nos cerveaux. Il est crucial d'accorder au moins autant d'importance aux grands travaux fondés sur le principe de l'âge de l'information que les hommes sont la richesse de l'économie qu'aux travaux encore liés à la conviction de l'âge industriel que les ressources naturelles vont nous rendre riches[9].

Qu'est-ce que ça vaut à mon patelin?

Le gros de l'argent des universités se dépense dans l'économie locale. Les employés des universités elles-mêmes se procurent dans la collectivité locale une grande variété de biens et services. L'exemple suivant de Fredericton (N.-B.) montre bien quel en est l'impact[10]. Il y a environ 6 000 étudiants à plein temps à la section de Fredericton de l'Université du Nouveau-Brunswick. En 1981-82, les étudiants y ont dépensé plus de 23 millions. L'Université attire beaucoup de visiteurs et de conférences. Cette même année, les visiteurs ont totalisé plus de 25 000 jours-visiteurs et dépensé près de deux millions. En 1981-82, l'Université a été à la source d'une dépense d'au moins 60 millions. L'"effet multiplicateur" — l'augmentation encore du revenu de la collectivité du fait de la dépense à nouveau de chaque dollar — a ajouté une autre tranche de 54 millions à ce montant.

L'impact économique total de l'Université a avoisiné 2 500 $ par résident de Fredericton cette année-là. Les emplois directement ou indirectement liés au fonctionnement de l'université sont plus nombreux que les emplois de n'importe quelle autre entreprise ou de tout autre établissement de la ville, sauf le gouvernement provincial. C'est la même chose dans beaucoup d'autres collectivités universitaires du pays.

TABLEAU 2
CROISSANCE DE L'EMPLOI AU CANADA, 1971-1981

Catégorie d'emplois	Hausse en %
Sciences sociales, droit et services	139%
Gestion, administration et finances	119%
Sciences, génie	72%
Médecine et santé	59%
Cols blancs*	52%
Enseignement	40%
Cols bleus**	34%

*Les emplois de bureau et le secteur des ventes surtout
**Les services, l'agriculture, les pêches, l'usinage, les industries de fabrication et de transformation, l'exploitation minière, la construction, les transports.

Source: Publication de Statistique Canada no 92-920

"Quelle est l'ardeur au travail des étudiants?"

Les gens s'imaginent parfois que les étudiants se la coulent douce, que leur tâche est relativement facile et que les professeurs sont moins exigeants. En 1985, les étudiants ont payé seulement 15,9% des frais de fonctionnement généraux des universités canadiennes par leurs frais de scolarité. Est-ce donc qu'ils vivent aux dépens du contribuable? Pas du tout[11].

Les étudiants se disputent, et âprement, les grades. L'accès au premier grade exige entre trois et cinq ans de dur travail au Canada et les normes à atteindre sont élevées. Beaucoup d'étudiants décrochent avant d'avoir obtenu leur grade.

Souvent, le B.A. ou le B.Sc. ne sont que le commencement. Les étudiants peuvent entreprendre des études

PHOTO: UNIVERSITÉ D'OTTAWA

supérieures en pédagogie, en génie, en administration commerciale, en droit, en médecine, en informatique ou dans d'autre domaines des arts et des sciences. L'inscription à ces programmes est fort disputée, ce qui est une raison pour laquelle les étudiants cherchent tellement à obtenir de hautes notes dans leurs études du B.A. ou du B.Sc. Le chômage augmentant ces dernières années, la concurrence s'est accrue parce que les étudiants savent que leurs notes comptent pour beaucoup dans leurs chances futures d'emploi. Ceux qui enseignent dans les universités savent que la besogne de l'étudiant est lourde et que la tension y est grande.

Un professeur de l'Université de Victoria, en Colombie-Britannique, a fait enquête auprès de 110 étudiants de trois classes d'histoire en 1984 pour déterminer combien d'heures ils consacraient à leur cours. La plupart consacraient huit heures et plus par semaine à un cours. L'ensemble de leurs études devait exiger aux moins 40 heures par semaine. Environ 20 % d'entre eux besognaient 50 heures et plus par semaine[12]. Ils n'avaient aucune raison d'exagérer puisque leur réponse était anonyme.

Il faut aussi se rappeler que les étudiants ne touchent pas un salaire pour faire leur besogne. Ce sont des travailleurs adultes qui acceptent de remettre un salaire à plus tard afin d'acquérir une formation qui leur est profitable à eux et au public.

"Et les professeurs?"

Un professeur d'université est un professionnel dont la fonction est d'enseigner et de faire de la recherche.

Pour devenir professeur d'université, il faut passer plusieurs années à l'université à acquérir une formation spécialisée comme chercheur dans un domaine particulier du savoir. Il faut d'abord obtenir un très bon baccalauréat ès art ou ès sciences. Il faut ensuite demander à s'inscrire à des études supérieures dans son domaine de connaissances. Celui qui est accepté doit normalement préparer une maîtrise qui peut exiger une, deux ou même trois années.

Il faut ensuite s'inscrire à une université pour préparer un grade supérieur, soit le doctorat. Ce grade exige d'ordinaire de trois à cinq ans. Seuls les chercheurs les plus prometteurs sont admis à préparer ce grade. Le candidat au doctorat doit réussir à une série d'examens relatifs à son domaine et faire ensuite de la recherche avancée. Il rédigera une thèse fondée sur ses recherches que des experts de l'université et de l'extérieur examineront. D'habitude, l'étudiant doit "soutenir" sa thèse dans le cadre d'un examen public. Si le jury d'examen est convaincu que la thèse répond aux normes requises, le doctorat est alors conféré à l'étudiant.

Beaucoup de personnes pourvues d'un doctorat trouvent à travailler dans l'industrie, au gouvernement et dans les services. Le doctorat permet de demander un emploi comme professeur d'université, mais seulement les meilleurs chercheurs sont engagés.

Le nouveau professeur est d'ordinaire mis en probation, habituellement durant cinq ou six ans, soit un des stages probatoires les plus longs qui soient au Canada. Beaucoup n'y survivent pas, parce que leur enseignement est jugé inadéquat ou faute d'avoir publié assez de recherches. Dans la plupart des départements des universités canadiennes, les étudiants présentent une évaluation des cours et de l'enseignement de leur professeur. Les collègues et les administrateurs du professeur examinent ces évaluations et les augmentations de salaire dépendent d'ordinaire en partie d'un bon enseignement.

Après le stage probatoire, le professeur est évalué par des gens de sa discipline et par les administrateurs de l'université. L'avancement et les augmentations de salaire dépendent de ces évaluations.

Entre le début de septembre et la fin d'avril, les professeurs consacrent probablement la moitié au moins de leur temps à enseigner. Ils passent environ neuf heures par semaine en classe; ils doivent préparer des cours (un cours d'une heure peut exiger plusieurs heures de préparation), corriger des compositions, examens, rapports de laboratoire et autres travaux de leurs étudiants, consacrer plusieurs heures par semaine à conseiller individuellement des étudiants, assister à des réunions et faire de l'administration. En outre, les professeurs doivent continuer de faire de la recherche et d'écrire des textes parce que la création de connaissances nouvelles constitue la tâche essentielle du professeur.

La besogne des professeurs, comme celle de leurs étudiants, est axée sur des travaux. Il ne peut y avoir que peu de professeurs, cependant, qui travaillent aussi peu que 40 heures par semaine. Aucun professeur n'obtient quatre mois de vacances par année comme le pensent certains. Durant l'été, les professeurs doivent continuer de faire de la recherche et d'écrire. Le professeur a droit d'habitude à quatre semaines de vacances par année. Beaucoup en prennent de plus courtes ou n'en prennent pas du tout.

Pourquoi quelqu'un voudrait-il devenir professeur d'université? La réponse est simple: apprendre et enseigner sont des choses immensément gratifiantes. Le chercheur aime ce qu'il fait. D'ordinaire, il ne peut s'imaginer faisant quelque autre travail. Les chercheurs croient aussi que leurs travaux sont importants pour le Canada.

"Gagnent-ils trop cher?"

Au Canada, les professeurs sont moins payés que les membres d'autres professions libérales ayant une formation comparable. Ils le sont moins que les médecins, les avocats, les ingénieurs ou beaucoup de fonctionnaires.

Les professeurs commencent à gagner un salaire régulier plus tard que d'autres travailleurs à cause de leur longue formation. C'est ainsi qu'ils sont désavantagés comparativement aux employés du secteur privé qui peuvent gagner un salaire dès le début de leur formation. De nombreux professeurs ont aussi un assez gros prêt d'étudiant à rembourser après avoir commencé à travailler.

Quand le professeur commence à gagner, son salaire est faible. Le tableau 3 compare les salaires de diverses professions au Canada en 1982.

Le gain cumulé de toute leur vie de professeurs sera bien inférieur à celui d'autres professions. En établissant la moyenne du salaire annuel de divers travailleurs au cours d'une vie active normale (d'après les chiffres de 1979), on constate que les professeurs ont gagné une moyenne annuelle de 21 431 $ en dollars de 1979 jusqu'à leur retraite à 65 ans comparativement à 44 706 $ les avocats, 35 792 $ les comptables, 25 717 $ les ingénieurs, 23 039 $ les charpentiers et 22 648 $ les maîtres d'école[13].

Au cours des 15 dernières années, le salaire des professeurs a baissé en pouvoir d'achat réel. Il a aussi pris du retard comparativement à celui d'autres salariés au Canada. En 1985, le salaire moyen des professeurs canadiens valait 710 $ *de moins* qu'en 1983 et 1 683 $ *de moins* qu'en 1971[14] L'employé moyen de l'industrie canadienne gagnait un salaire valant 2 105 $ *de plus* en 1983 qu'en 1971. Entre 1971 et 1983, le revenu personnel réel par employé au Canada a augmenté de 24,6 %[15]. Par conséquent, en pouvoir d'achat réel, le professeur moyen a perdu environ 3,6 % de son salaire depuis 1971 tandis que le travailleur industriel moyen a réalisé un gain de 9,6 % et l'employé moyen, un gain de 24,6 %.

Résultat: d'autres employeurs peuvent offrir un emploi gratifiant et des salaires plus élevés. Certains de nos professeurs et chercheurs les meilleurs sont partis des universités. Ce qui importe peut-être davantage à la longue, c'est que beaucoup d'étudiants ne considèrent pas le professorat comme aussi attrayant que d'autres carrières. En 1984, un des meilleurs diplômés en génie de l'Université du Nouveau-Brunswick a décidé de ne pas chercher à obtenir un grade plus élevé afin de devenir professeur quand on lui a offert un autre emploi plus payant que celui de son conseiller de faculté qui avait un doctorat et comptait presque 15 années d'expérience comme professeur. On pourrait citer des faits analogues au sujet de la plupart des universités.

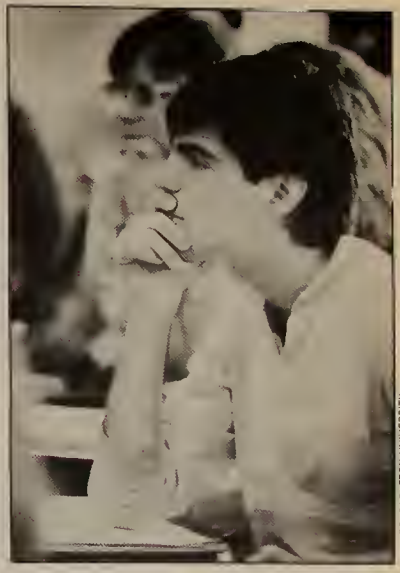


PHOTO: CARLETON UNIVERSITY

Quand les meilleurs chercheurs s'en vont ailleurs, la perte est directe et grave. Les chercheurs apportent à leur université des milliers de dollars par année en fonds de recherche venant des gouvernements, des fondations de recherche ou de l'industrie privée. En 1984, il y avait au Canada 34 710 professeurs et les recettes totales destinées à la recherche parrainée des universités se sont chiffrées à 737 690 000 $[16]. Ainsi donc, le professeur attire à son université en moyenne environ 21 222 $ par année en fonds de recherche.

Souvent, le bon professeur apporte des fonds de recherche supérieurs à son salaire annuel. Ces fonds ne sont pas ajoutés au salaire du professeur. Ils servent à engager des adjoints de recherche ou des techniciens ou à acheter des matières et de l'équipement nécessaires à la recherche. Ils sont dépensés dans l'économie locale.

Quand les meilleurs chercheurs s'en vont ailleurs, l'effet peut en être cumulatif. Supposons, par exemple, que vous avez le meilleur club de hockey de la L.N.H. et que vous cédez votre meilleur joueur chaque année. Qu'en sera-t-il finalement de votre équipe? En vous départissant des meilleurs, vous aurez une équipe moins talentueuse et un milieu moins compétitif et moins stimulant pour chacun. Même les joueurs moyens y perdront en qualité.

Il pourrait en être ainsi pour nos universités. C'est pour cela qu'elles s'emploient à empêcher les salaires des professeurs de baisser davantage. Nous ne pouvons pas nous permettre de perdre la course aux meilleurs éléments pour ce qui est de l'enseignement et de la recherche.

TABLEAU 3

SALAIRES ET TRAITEMENTS INITIAUX, 1982-83

Emploi	Apprentissage durée et rémunération	Salaire annuel initial
Plombier	1 1/2 à 4 ans; 65% à 90% du salaire d'un travailleur	25 740$
Facteur	1 an	24 860$
Infirmière licenciée	2 à 4 ans	22 835$
Enseignant (primaire, secondaire) (Salaire de base, moyenne nationale)	4 ans baccalauréat	22 918$
Professeur adjoint* (salaire de base moyen)	8 ans	24 289$

Source: *What Jobs Pay*, Paul Aniseff et Etta Baichman, Hurtig Publishers, Edmonton
*Statistique Canada, Cat. 81-258S

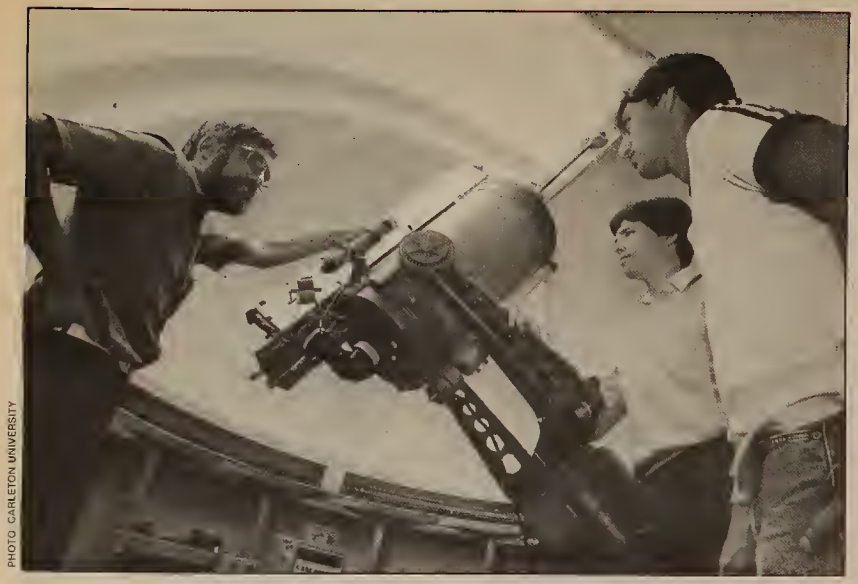


PHOTO: CARLETON UNIVERSITY

"Qu'est-ce qu'un congé sabbatique?"

Les gens s'imaginent parfois que chaque professeur a un congé payé tous les six ou sept ans alors qu'il est étendu sur une plage en Espagne ou en Grèce aux frais du contribuable. Il n'en est rien.

Les "conditions" générales d'emploi des professeurs sont accessibles à n'importe qui. Vous pouvez consulter le document au bureau du personnel ou auprès de l'association des professeurs à votre université.

Le professeur qui a survécu au stage probatoire initial peut normalement demander un "congé d'études" d'un an, mais seulement s'il a fait six années d'enseignement à plein temps. Le congé lui permet de ne pas avoir à enseigner durant un an afin de se concentrer sur la recherche.

Souvenez-vous qu'une des parties les plus importantes de la tâche du professeur est de faire de la recherche, de découvrir des connaissances nouvelles et de rédiger ses conclusions à des fins de publication. Cela aide à maintenir et à augmenter au Canada la masse des connaissances et des compétences dont nous bénéficions tous. En outre, c'est grâce à ces travaux que se forme une nouvelle génération de chercheurs. Si les professeurs n'accomplissaient pas cette oeuvre, nous deviendrions rapidement incapables de maintenir cet ensemble de connaissances et de compétences. Les professeurs doivent avoir le temps nécessaire pour faire leur travail et c'est la pratique normale des universités nord-américaines d'accorder un congé d'études aux chercheurs les meilleurs.

Il ne suffit pas de demander un congé d'études pour l'obtenir. Le professeur doit démontrer à ses collègues et à ses administrateurs qu'il le mérite. Même s'il l'obtient, le professeur ne touchera qu'une partie (d'ordinaire 70-80 %) de son salaire normal durant son congé. Souvent, le professeur ne peut se permettre de s'imposer une réduction de salaire de congé sabbatique afin d'aller en congé d'études. Les professeurs demandent donc à une fondation de recherches une "bourse de recherches", c'est-à-dire de l'argent afin de compenser leur diminution de salaire.

Les professeurs se disputent les bourses disponibles. La concurrence est âpre et beaucoup échouent. En 1984-85, le Conseil de recherches en sciences humaines du Canada a étudié environ 700 demandes de bourses de congé et n'en a approuvé que 29 %! Beaucoup parmi les 500 candidats infructueux vont accepter la réduction de salaire afin de faire leurs recherches. Combien de Canadiens accepteraient 70 % de leur salaire durant un an afin de mieux accomplir un des éléments les plus importants de leur tâche?

Souvent, les professeurs ont aussi besoin de subventions de recherche à des fins connexes: ils peuvent avoir à se déplacer pour fouiller des archives ailleurs au Canada ou à l'étranger, à consulter des experts ailleurs, à acheter de l'équipement scientifique, à payer du temps d'ordinateur, à engager des informaticiens, à embaucher des adjoints de laboratoire, et ainsi de suite. Les fonds affectés aux subventions de recherche sont aussi très limités et les professeurs doivent se les disputer.

Leur congé d'études terminé, les professeurs doivent présenter un rapport concernant leurs travaux à ceux qui leur ont accordé une subvention de recherches et une bourse de congé. Si son rapport n'est pas satisfaisant ou s'il ne rédige pas de textes à publier, le professeur aura beaucoup de difficulté à obtenir de nouveau des subventions.

La concurrence fait partie de la trame de la vie des professeurs de nos universités, ce qui n'est pas une mauvaise chose. Les professeurs se disputent des fonds et rivalisent avec d'autres dans la quête du savoir et des compétences. Contrairement à beaucoup d'autres professions, les professeurs doivent disputer à leur confrères les outils essentiels à leur besogne: ils doivent leur disputer le temps et les subventions de recherche nécessaires à leurs travaux.

Quand les fonds destinés à la recherche sont rares, la concurrence peut être trop âpre et des travaux de recherche potentiellement précieux peuvent se trouvés stoppés.

"Peut-on licencier les professeurs?"

Selon certains, la permanence signifie qu'un professeur ne peut jamais se faire renvoyer, de sorte qu'il peut cultiver ses choux dans son jardin le reste de sa vie aux frais du contribuable. La réalité est fort différente.

La permanence signifie que le professeur a terminé son stage probatoire initial, a été apprécié par ses collègues et ses administrateurs et a été jugé digne de continuer à occuper son poste. Dans la suite, il ne peut être renvoyé que pour cause. Le Guide[1] de l'ACPU définit ainsi la permanence: "un contrat permanent qui ne peut se terminer que dans les cas de démission, de retraite ou de renvoi pour des raisons valables, déterminées par arbitrage."

Qu'est-ce que des "raisons valables"? La mauvaise conduite flagrante, l'incompétence ou la négligence persistante sont reconnues comme des raisons valables. Il est aussi généralement admis que les professeurs permanents peuvent avoir à être renvoyés si une université se trouve dans une nécessité financière extraordinaire.

Les professeurs doivent disputer à leurs confrères les outils essentiels à leur besogne: ils doivent leur disputer le temps et les subventions de recherche nécessaires à leurs travaux.

Vous ne devriez pas être surpris d'apprendre, au vu de ce qui est dit ci-dessus, que peu de professeurs sont renvoyés une fois permanents. Les chercheurs peu compétents sont écartés au cours de la longue lutte compétitive qui se livre pour obtenir un doctorat, obtenir un emploi, réussir le stage probatoire, et ainsi de suite. Combien, par exemple, de médecins sont congédiés chaque année? Très peu. Pourquoi? Parce que les tests à subir durant leur formation sont tellement rigoureux que seulement des personnes passionnées, déterminées et hautement compétentes sont admises à entrer dans la profession. Il en va de même des professeurs.

PHOTO: CARLETON UNIVERSITY

Si le doyen ou le recteur sont d'avis qu'un professeur est incompétent, il leur incombe de prouver son incompétence. Les critères de l'incompétence sont très stricts et il faut qu'ils le soient. Ils doivent l'être parce que le professeur travaille avec des idées, des connaissances et des théories au sujet du monde et de la société. Les universités ne doivent pas pouvoir licencier des professeurs parce que certains éléments ou certaines personnes n'aiment pas leurs idées. Les universités risqueraient alors d'écraser des idées et des connaissances au lieu d'en créer.

Si les professeurs vivent dans la crainte d'être peut-être renvoyés à cause d'idées qui ne plaisent pas, ils seront gênés dans la création de connaissances et les universités se trouveront alors à détruire la raison même de leur existence. C'est pour cela que les conditions d'emploi de la plupart des professeurs leur garantissent le droit d'étudier, d'enseigner, de publier et de critiquer comme bon leur semble, sans se préoccuper de quelque doctrine prescrite. Elles reconnaissent aussi que cette liberté comporte l'obligation d'en user d'une façon qui cadre avec la recherche honnête de la vérité.

Toutes les universités nord-américaines importantes suivent des règles semblables à ces dernières. Ces règles sont l'équivalent professoral de la liberté de la presse et d'une magistrature libre et indépendante. En fait, les juges ont une permanence semblable à celle des professeurs et pour des raisons semblables. Ainsi donc, la permanence est essentielle à une société libre et démocratique. Si nous allions changer les règles et priver les professeurs de la libre expression des idées dans les universités, beaucoup d'entre eux s'en iraient et il est improbable que les universités telles que nous les connaissons puissent survivre.

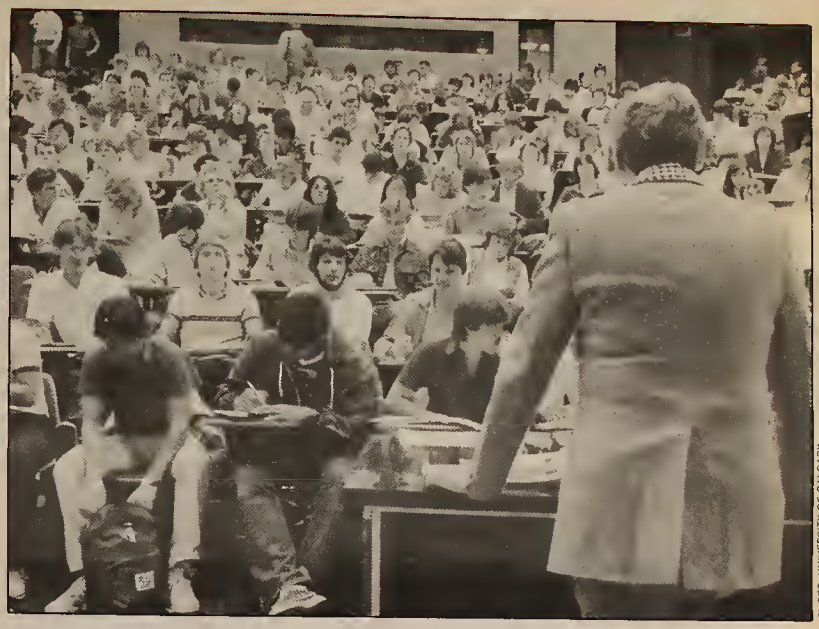


PHOTO UNIVERSITY OF CALGARY

Qu'est-ce que la "liberté universitaire?"

La liberté universitaire signifie la liberté des universitaires d'exprimer des idées, d'écrire, d'enseigner et de ne pas en subir de mauvaises conséquences. Les professeurs doivent avoir la liberté d'exprimer des idées qui ne plaisent pas ou sont controversables. L'idéal serait qu'il y ait aussi peu de restrictions que possible au "marché libre" des idées. Les idées doivent se confronter à d'autres idées et les théories à d'autres théories. Ce processus ne fonctionne bien et de façon créative que sous un climat de liberté.

Cela ne signifie pas qu'il n'y a pas de limites à la liberté d'expression dans les universités. Il en existe à la liberté d'expression dans notre société: des lois interdisent de promouvoir la haine raciale; il existe des lois contre le libelle; et des lois interdisent certains genres d'obscénité. Les universités existent au sein de la société et les universitaires doivent obéir eux aussi aux lois.

Il y a d'autres limites à la liberté d'expression dans une université. Les professeurs sont toujours conscients de ce que leurs idées peuvent exercer un effet hors de l'université. Les scientifiques, par exemple, savent que la découverte de la fission nucléaire a amené non seulement l'énergie nucléaire, mais aussi la bombe atomique. Les économistes savent que leurs théories peuvent influer directement sur les actes des politiciens: les théories d'Adam Smith, de Karl Marx et de John Maynard ont eu un impact très direct sur des politiciens et des sociétés entières. L'autre limite à la liberté universitaire est donc qu'il faut en user de façon responsable. Cette responsabilité s'assure le mieux en discutant au maximum au sein et à l'extérieur des universités le pour et le contre de ces idées et leurs répercussions.

La liberté d'expression et la liberté des idées sont les fonctions essentielles d'une université. Sans liberté universitaire, l'université ne saurait exister.

Le public a-t-il voix au chapitre?

L'"autonomie universitaire" s'entend de ce que les universités peuvent se régir elles-mêmes tout en demeurant comptables à l'ensemble de la société. L'autonomie universitaire se considère d'ordinaire comme essentielle à la liberté universitaire.

Comme les idées, les connaissances et les compétences en sont le produit, l'université doit protéger sa liberté de créer et d'exprimer ces choses. Elle doit donc se régir elle-même dans une très grande mesure: elle doit pouvoir dire ce qu'est le savoir ou ce qui constitue une compétence. Elle doit pouvoir dire ce que sont, par exemple, les mathématiques et si la connaissance des mathématiques est nécessaire à d'autres genres de connaissances telles que la physique, la chimie ou l'informatique.

Si quelqu'un qui ne s'est jamais servi des mathématiques décidait qu'elles sont inutiles et obtenait le pouvoir de les interdire à l'université, le "marché libre" des idées disparaîtrait alors et beaucoup de domaines du savoir, même en dehors des mathématiques, s'étioleraient et mourraient. Sans les mathématiques, il ne pourrait y avoir de physique, de génie ni d'informatique et il y aurait seulement une médecine primitive.

Si quelqu'un qui n'a jamais utilisé le grec ou le latin pouvait en interdire l'enseignement, beaucoup d'universitaires qui ont besoin de spécialistes de ces langues en souffriraient parce que les peuples anciens qui parlaient ces langues nous ont donné les racines de nos langues modernes ainsi que de notre culture et de nos politiques.

Les universitaires doivent avoir l'indépendance nécessaire pour décider ce qu'est le savoir. Il faut aussi les laisser décider ce qui doit s'enseigner et ce qui doit s'apprendre. Ils doivent avoir un forum ou un organe supérieur, parfois appelés sénat ou conseil général des facultés, où eux et leurs représentants peuvent discuter et décider quelles matières importent et quelles connaissances doivent s'enseigner. L'indépendance de cet organisme est vitale parce que sans elle ne peut s'opérer une création efficace de connaissances et de compétences. Le sénat comprend normalement des professeurs, des étudiants et des administrateurs de l'université.

En même temps, l'université et ses membres doivent être comptables à la société de ce qu'ils font et il faut leur dire ce que la société attend d'eux. Le conseil d'administration est le pont entre la société et l'université. D'ordinaire, le conseil a de vastes pouvoirs lui permettant de veiller à ce que l'université réponde aux besoins du contribuable. La plupart des membres du conseil sont des hommes d'affaires, des praticiens des professions libérales ou des chefs syndicaux de la collectivité et de la province. Le conseil décide en dernière instance de la politique financière de l'université et en assure ainsi le caractère responsable.

Toutes les universités nord-américaines fonctionnent dans le cadre de règles générales similaires. Nul n'a démontré que ce système ne sert pas l'intérêt public. Nul, à coup sûr, n'a démontré que ce serait mieux si les universités étaient dirigées par des politiciens ou des bureaucrates.

Il y a plusieurs années, c'était bien les politiciens qui choisissaient les professeurs. Un exemple fait voir le problème. Quand l'Université de Toronto a annoncé un poste de scientifique à pourvoir, elle a reçu la demande d'un des savants les mieux connus dans le monde entier. Le premier ministre de l'Ontario a écarté sa demande et a obligé l'Université à engager un de ses proches.

Rien ne saurait mieux montrer pourquoi les universités doivent tenir à l'autonomie. Si nous changeons les règles au Canada, nous perdrons peut-être plusiers de nos chercheurs et professeurs les meilleurs.

L'autonomie universitaire est tout aussi essentielle à l'existence de l'université que la liberté universitaire. Si le gouvernement ou la société essait de dicter ce qu'est le savoir et ce qui s'enseigne, il n'y aura plus alors de production efficace de connaissances et l'université sera peut-être mortellement blessée.

Si les professeurs vivent dans la crainte d'être peut-être renvoyés à cause d'idées qui ne plaisent pas, ils seront gênés dans la création de connaissances et les universités se trouveront alors à détruire la raison même de leur existence.

En Allemagne, dans les années 30, le gouvernement a supprimé l'autonomie universitaire et a essayé de dicter ce qui s'enseignait et qui devait enseigner selon l'idéologie nazie. La plupart des dictatures tentent de faire la même chose. Il en est résulté en Allemagne l'émigration de plusieurs des meilleurs savants du pays, la stagnation de ses universités et, surtout, une tyrannie d'ignorance et de préjugés.

Les beaux-arts: un luxe?

Certains pensent que la "culture" et les "arts" sont des luxes réservés à quelques-uns. Quand les temps sont bons, on peut se les permettre. Mais pourquoi dépenser des deniers publics afin de former des artistes alors qu'il nous faut de l'industrie et des emplois?

Il y a une double réponse. Premièrement, les arts sont une industrie et une grande industrie! Elle comprend la radiodiffusion, l'édition, les arts visuels et du spectacle, l'enregistrement, la publicité et la cinématographie. Au Canada, en 1981, cette industrie a été la plus grande quant à la main-d'oeuvre et a payé 2,5 milliards en salaires. A Vancouver seulement, en 1982, les organisations sans but lucratif ont dépensé 17 millions dans l'économie locale et on estime que les dépenses des

auditoires (l'"effet multiplicateur" des auditoires) a porté à 43 millions les dépenses connexes aux divertissements artistiques[18].

Les arts attirent aussi des visiteurs dans nos villes. Au Canada, en 1984, des millions de touristes ont dépensé 16,5 milliards en divertissements et en loisirs[19].

L'industrie des arts existe surtout parce que nos universités nous donnent des artistes professionnels. En fait, plus de 90 % des diplômés de nos facultés de musique et des beaux-arts au Canada trouvent un emploi et tirent beaucoup de satisfaction de leur métier. La musique et les beaux-arts ne sont certainement pas du luxe. Ils contribuent à notre culture et à la qualité de nos vies—et à l'économie.

L'autre raison pour laquelle les beaux-arts ne sont pas un luxe est évidente: il nous faut des artistes non pas seulement à cause des sommes qu'ils nous valent, mais aussi de l'agrément et de la beauté qu'ils nous procurent par leur travail.

Les universités ont-elles subi des restrictions?

Au Canada, les universités ont été soumises à une politique de restrictions budgétaires au cours des dix dernières années. Nos universités continuent d'en faire l'objet. La situation, cependant, devient critique.

Le graphique 1 montre que les sommes consacrées aux universités au Canada ont diminué en pourcentage de la dépense gouvernementale. En 1971, sur chaque dollar dépensé par les gouvernements provinciaux et fédéral, plus de 4 cents sont allés aux universités. Aujourd'hui, ces gouvernements ne consacrent qu'environ 2 1/4 cents aux universités[20].

Ces restrictions ne sont pas intervenues à cause du déclin du nombre des étudiants ni d'une baisse de la demande de recherches[21]. On le voit au graphique 2. Depuis 1977, il y a eu une augmentation de plus de 25 % du nombre des étudiants au Canada. En outre, depuis 1977, la somme de recherche et de développement faits dans les universités canadiennes a augmenté de plus de 35 % en termes réels. Au cours de cette période, les dépenses des universités n'ont progressé que de 5 %.

Cependant, les moyennes nationales masquent certains cas extrêmes. En Ontario, les inscriptions de prédiplômés ont crû de 59 % et la demande de recherches a augmenté de 42 % dans les universités depuis 1970. Au cours de la même période, les budgets de fonctionnement ont fléchi de 14,5% en termes réels[22].

Il est clair que les universités emploient leur argent plus efficacement. Elles en emploient moins pour former plus d'étudiants et faire plus de recherches. Le graphique 3 montre que le coût de la formation d'un étudiant à plein temps dans une université canadienne a fort baissé. A cet égard, la productivité y a augmenté de

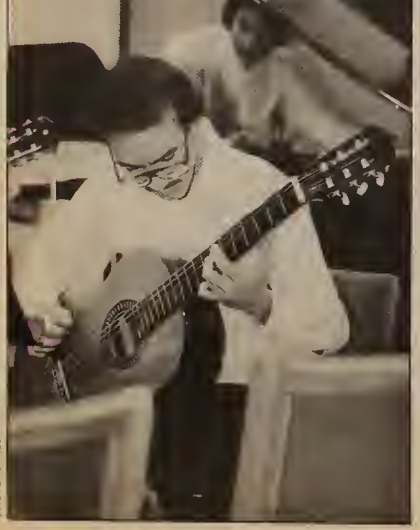


PHOTO CARLETON UNIVERSITY

En 1981, l'industrie des arts a été la plus grande quant à la main-d'oeuvre et a payé 2,5 milliards en salaires.

18% depuis 1978 seulement.

Au Canada, les professeurs enseignent à beaucoup plus d'étudiants depuis quelques années. Le graphique 4 montre l'évolution du rapport étudiants-professeur dans les universités canadiennes depuis 1977. Les professeurs sont soumis aux restrictions. Ils enseignent à plus d'étudiants même si leurs salaires ont fléchi en termes réels.

Nos universités ont accepté et appliqué la restriction des dépenses. Cela prouve que les universités demeurent comptables à la société et sont prêtes à fonctionner dans les limites de ce qu'elle peut se permettre. D'autre part, les universités se doivent d'avertir la société que cette restriction massive a un prix. Quand des restrictions sont imposées dans la mesure où les universités les subissent, la qualité de l'enseignement en souffre. Les salles de cours deviennent encombrées, les bibliothèques ne peuvent acheter tous les livres dont elles ont besoin, l'équipement de laboratoire est démodé, des enseignements précieux peuvent disparaître complètement et beaucoup de nos meilleurs professeurs et administrateurs s'en vont ailleurs.

Les étudiants ont-ils subi les conséquences des restrictions?

Ses études universitaires coûtent cher à l'étudiant à court terme. Un grade qui exige quatre années d'études peut coûter autant que 25 000 $. Il y a aussi le coût élevé du manque à gagner, ce qui ajouterait encore 25 000 $, même si l'étudiant n'avait gagné que le salaire minimum durant seulement huit mois passés à l'université chaque année. Il y a des bourses d'études, mais elles ne sont accessibles qu'à très peu; il y a des prêts, mais ils sont de plus en plus difficiles à obtenir. Tout cela ensemble fait qu'il est de plus en plus difficile aux diplômés aptes du secondaire d'aller à l'université.

Les étudiants continuent à s'instruire dans les universités, même si cela coûte plus cher. Ces dernières années, les frais de scolarité dans toutes les parties du pays, sauf le Québec, ont augmenté à une cadence plus rapide que le coût de la vie. Les frais de scolarité à une université canadienne représentative sont aujourd'hui d'environ 1 300 $, sauf au Québec où ils sont bien inférieurs. En outre, les étudiants doivent souvent vivre éloignés de chez eux et ne reçoivent pas d'allocation de subsistance. Dans certaines provinces, il est maintenant plus difficile d'obtenir l'aide du gouvernement.

Quand des restrictions sont imposées, dans la mesure où les universités les subissent, la qualité de l'enseignement en souffre.

Les étudiants ont été soumis aux restrictions, mais ici encore il y a un prix à payer. L'expérience de l'Université de Victoria constitue un exemple. En 1984, beaucoup d'étudiants aptes qui avaient été admis ne se sont pas présentés. L'université a fait enquête auprès d'un millier d'entre eux. Certains étaient allés à d'autres universités et collèges, mais la plupart avaient décidé d'abandonner leurs études et plus de la moitié d'entre eux ont dit que c'était affaire d'argent.

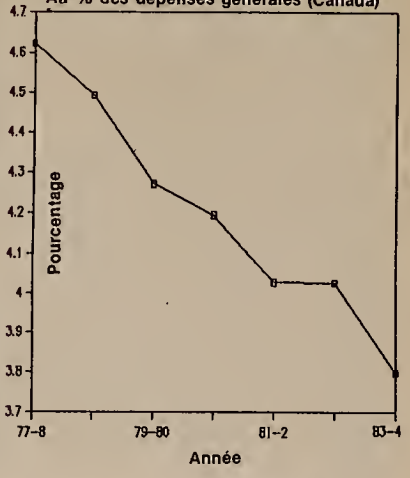
Il n'y a pas d'égales possibilités dans l'enseignement supérieur. Dans plusieurs parties du Canada, les diplômés du secondaire des régions urbaines sont beaucoup plus susceptibles d'aller à l'université que ceux des régions rurales et l'écart s'accentue.

Si vous habitez une région rurale, il vous est beaucoup plus difficile à vous et à vos enfants d'aller à l'université et de profiter des chances d'emploi que vaut un grade universitaire. Cela va vous coûter beaucoup plus

GRAPHIQUE 1

SUBVENTIONS PROVINCIALES DE FONCTIONNEMENT

Au % des dépenses générales (Canada)



cher que si vous viviez en milieu urbain doté d'une université. Il faut reconnaître ces frais et il faut trouver le moyen de faire que tous les Canadiens aient la même chance de bénéficier d'une formation universitaire.

Le mystère des fonds qui disparaissent

On est fort en désaccord dans les coulisses quant à savoir qui paie nos universités. Les gouvernements fédéral et provinciaux contribuent aux frais de fonctionnement. Au cours des dix dernières années, les deux échelons ont trouvé comment réduire leur apport et en blâmer l'autre échelon. C'est là un simple tour politique, mais c'est vous qui y perdez parce que la qualité des universités canadiennes ne peut que s'en ressentir.

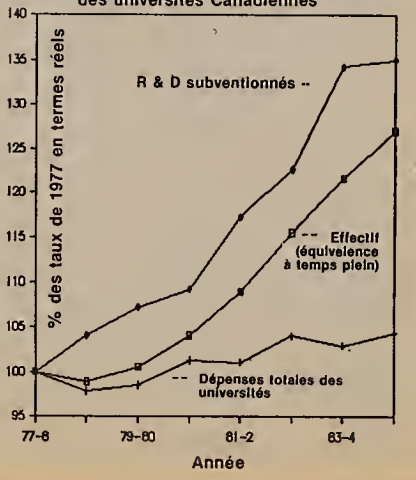
Entre 1982 et 1984, le gouvernement fédéral a apporté aux accords fiscaux des modifications qui ont réduit de plus d'un milliard par année sa contribution. Cependant, certaines des provinces ont fait pire encore. La situation en Colombie-Britannique est très instructive.

En 1984 et 1985, les contributions fédérales à la

GRAPHIQUE 2

ÉROSION DE LA CAPACITÉ FINANCIÈRE

des universités Canadiennes



GRAPHIQUE 3

DÉPENSES PAR ÉTUDIANT (ÉQUIVALENCE À TEMPS PLEIN)

Au Canada en dollars constants

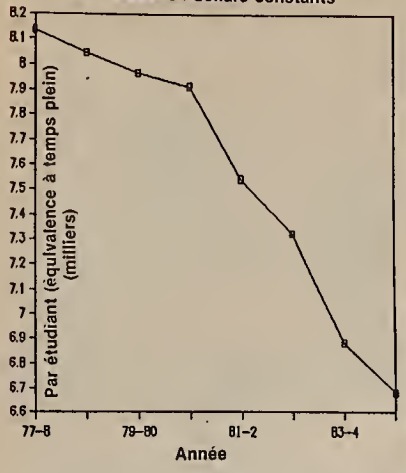


PHOTO CARLETON UNIVERSITY

Colombie-Britannique se sont fort accrues, mais le gouvernement provincial a diminué ses subventions de fonctionnement aux universités. Si la province avait maintenu sa part du financement au même niveau relatif qu'en 1978, les universités et collèges de la province auraient reçu 149 millions de plus qu'il n'en a été en 1985.

Le gouvernement provincial prend-il de l'argent qui appartient à juste titre aux universités et s'en sert-il à d'autre fins? Pas nécessairement: cela dépend de la façon dont on interprète les chiffres. Le gouvernement provincial conteste les chiffres fédéraux. Ce qui est très clair, cependant, c'est que, à tous égards, la contribution provinciale nette aux universités baisse à un rythme très rapide en Colombie-Britannique.

Beaucoup de gens en Colombie-Britannique se demandent où est allé l'argent fédéral, dans quoi il a été investi et s'il rapportera plus que s'il avait été investi dans la formation de nos jeunes.

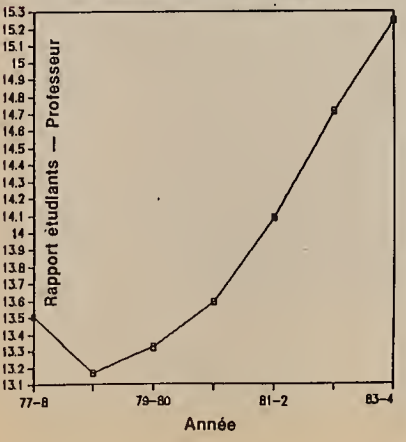
La Colombie-Britannique n'est pas unique. En Ontario, par exemple, les dépenses réelles par équivalent d'étudiant à plein temps ont diminué de 7 531 $ en 1977-78 à 6 219 $ en 1984-85, soit une baisse de 17,4 %.

La question a fait l'objet d'une série de disputes stériles entre le gouvernement fédéral et les provinces. Les deux échelons ont réduit leur financement de l'enseignement supérieur et ont attribué le fait aux actes de l'autre échelon. Ce sont les universités et collèges du Canada, pris entre deux feux, qui y ont perdu. Il est urgent pour le Canada que les deux échelons s'acquittent de leurs responsabilités envers les jeunes du pays et négocient de meilleures dispositions quant au financement des universités et collèges.

GRAPHIQUE 4

RAPPORT PROFESSEUR — ÉTUDIANTS

Étudiants (Équivalence à temps plein) par professeur à temps plein



Sommes-nous des Canadiens sans instruction?

Au Canada, nous envoyons beaucoup moins de jeunes à l'université que notre grand partenaire commercial, les Etats-Unis. En outre, comme le montre le tableau 4, il existe de grandes différences entre les régions dans le pourcentage de 18-24 ans que nous y envoyons. Nous gaspillons notre potentiel humain.

Les Canadiens de toutes les provinces devraient avoir également accès à un enseignement de qualité. Dans certaines parties du pays, il est manifeste que le gouvernement aime mieux importer des travailleurs des professions libérales que de former ses propres gens. Cela non seulement est scandaleux, mais ne fera pas l'affaire à la longue parce que le monde entier se dispute les esprits les plus brillants.

Qu'en est-il de la croissance économique?

Le chômage au Canada atteint un point inacceptable et particulièrement chez nos jeunes. Où vont-ils trouver un emploi?

Nos industries traditionnelles, agriculture, foresterie, extraction minière et pêche, semblent incapables de créer de l'emploi aussi rapidement qu'avant, même alors qu'elles se remettent de la récente récession.

Il y aura reprise économique au Canada seulement s'il y a association et coopération entre de nombreux éléments et institutions de notre société. Les universités doivent faire partie de cette association.

Il faudrait écouter nos professeurs du domaine forestier qui nous signalent depuis des années ce que coûte l'absence de gestion forestière et de reboisement. Il faudrait écouter les scientifiques et les technologues qui savent comment il y a moyen de rattacher la mise en valeur des ressources à l'innovation technologique. Il faudrait écouter les économistes qui savent ce qu'il en est des besoins du marché et peuvent en établir des projections.

Il faudrait écouter les hommes d'affaires qui nous disent que la croissance économique future dépendra de notre aptitude à rivaliser avec d'autres pays en matière de gestion, de compétences, de technologie et de capacité novatrice. Ils nous disent que ce ne sont pas seulement les seules concessions fiscales qui peuvent attirer de nouveaux investissements dans des régions de l'Amérique du Nord, mais aussi en même temps une com-

TABLEAU 4

EFFECTIFS UNIVERSITAIRES À PLEIN TEMPS PAR RAPPORT AU GROUPE D'ÂGE 18-24 ANS

	71-72	74-75	77-78	80-81	83-84	85-86
Terre-Neuve	10.7%	8.2%	8.9%	9.0%	10.3%	12.8%
Ile-du-Prince-Edouard	13.2%	9.5%	10.1%	8.4%	10.4%	10.7%
Nouvelle-Ecosse	16.5%	16.2%	16.6%	16.1%	19.4%	20.1%
Nouveau-Brunswick	13.2%	12.0%	11.8%	12.0%	14.9%	15.7%
Québec*	8.0%	8.5%	9.2%	10.2%	11.7%	13.5%
Ontario	14.2%	14.9%	14.8%	14.4%	15.9%	16.2%
Manitoba	14.2%	13.7%	13.2%	12.4%	15.1%	15.1%
Saskatchewan	14.3%	12.3%	12.2%	11.5%	14.6%	15.0%
Alberta	14.2%	13.0%	11.4%	9.1%	11.3%	13.6%
Colombie-Britannique	11.0%	10.3%	9.7%	9.2%	10.5%	10.6%
CANADA	12.0%	12.0%	12.0%	11.7%	13.5%	14.5%

*Les chiffres du Québec sont plus bas à cause de la structure particulière de l'enseignement postsecondaire dans cette province

Source: Statistique Canada: L'Education au Canada, 81-229

L'ENSEIGNEMENT EST NOTRE GRANDE OEUVRE LA PLUS IMPORTANTE!

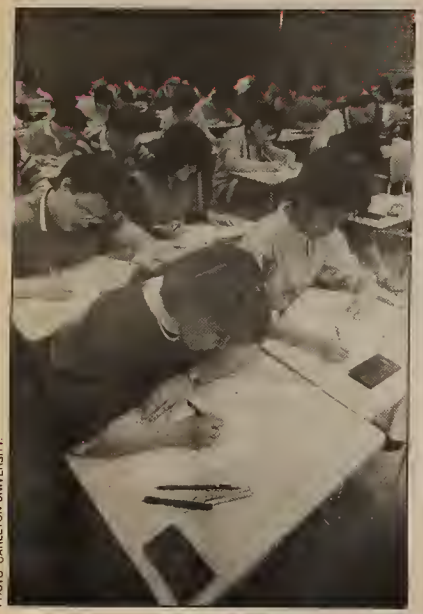


PHOTO: CARLETON UNIVERSITY

Qu'est-ce que nous allons donc faire?

Qui a besoin des universités?

Vous et vos enfants.

PHOTO: UNIVERSITÉ D'OTTAWA

binaison d'avantages. Ces avantages comprennent: une population active hautement qualifiée, un système de relations industrielles stables, des masses locales de capitaux financiers et matériels et, selon l'Office of Technology Assessment de Washington, D.C., "la proximité d'une puissante université de recherche[23]."

Il faudrait peut-être écouter les hommes d'affaires américains qui disent: "Beaucoup de sociétés aboutissent où elles sont à cause du voisinage d'une maison d'enseignement." Il faudrait peut-être écouter le président d'une entreprise d'électronique de la Caroline du Nord qui dit: "C'est vraiment la situation de l'université qui a fait démarrer les choses." Il faudrait peut-être écouter les dirigeants de sociétés du Triangle de recherches de la Caroline du Nord, de l'Autorité du développement industriel du Vermont, du "corridor technologique" du Tennessee et de la vallée de la "silicone" de la Californie. Ils nous disent que leurs entreprises se sont établies où elles sont surtout à cause de la disponibilité d'une main-d'oeuvre hautement qualifiés et de la présence d'universités bien financées.

Comme l'a dit le gouverneur de la Pennsylvanie: "Les ressources nécessaires pour mettre à profit de la technologie nouvelle ont toujours été ici. . .Nous avons 50 000 scientifiques et ingénieurs. . .peut-être à cause de la présence ici de quatre des universités de recherche les meilleures du pays."

Il faudrait peut-être écouter les hommes d'affaires et les économistes et bien d'autres qui disent qu'il nous faudra à l'avenir non pas seulement des spécialistes, mais aussi des jeunes gens très instruits, dotés d'une solide formation générale et aptes à apprendre à se servir des nouvelles technologies de demain.

Etes-vous d'accord qu'il faudrait limiter les avantages de l'enseignement postsecondaire à quelques chanceux? Etes-vous prêt à perdre la course aux compétences et au savoir? Voulez-vous renoncer à la possibilité d'assurer au pays une croissance économique fondée sur le savoir?

Etes-vous prêt à dire à vos enfants: "Vous ne pouvez allez à l'université parce que nous ne pouvons pas nous le permettre"?

Si votre réponse est "non", alors ne demeurez pas silencieux. Dites ce que vous pensez au prochain politicien qui vient frapper à votre porte, à votre député fédéral ou provincial, au prochain enquêteur d'opinion qui vous téléphone et à vos enfants!

PHOTO: SIMON FRASER UNIVERSITY

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Pour obtenir de plus amples renseignements sur les universités canadiennes, prière d'écrire au:

Président
Association canadienne des professeurs d'université
1001-75, rue Albert
OTTAWA (Ontario)
K1P 5E7

Assurons l'avenir

Les universités du Canada s'ouvrent sur le monde. Elles sont là pour nous, pour la recherche et le développement, chez nous et ailleurs. Elles apportent une contribution essentielle au devenir de la collectivité. Avec nos universités, assurons l'avenir.

SEMAINE NATIONALE DES UNIVERSITÉS
du 24 octobre au 1er novembre

TAX----------12

cost of a passenger car would be eligible for capital cost allowance. There would also be limitations on the use of capital cost allowance depending on the percentage of business use of the car.

Deductions for the use of part of one's house or apartment for business would be tightened. The home office would have to be used exclusively, on a regular and continuing basis, to earn income. The home would have to be the principal place of business. The expenses would be deductible only to the extent of income for the year from the business. Exactly how this new system would work has not yet been established, but the material released by the federal government with the Tax Reform proposals includes the following example:

> A university professor who has a consulting practice operated exclusively out of a home office devoted to the practice will be able to claim home office expenses. The home office expense deduction can be claimed to the extent of the income from the business.

5. The proportion of a capital gain included in income would increase from 1/2 to 2/3 after 1987 and 3/4 after 1989. The maximum lifetime capital gains exemption would not increase beyond the current limit of $100,000.

6. There are a wide variety of proposed changes to corporate income tax which would lower rates but eliminate many deductions.

7. The deduction for children over the age of 18, but attending postsecondary institutions, would be eliminated. However, both tuition tax credits and education tax credits would be transferable if not required to reduce a student's income tax payable to zero. The impact of this change would vary by the income level of the student, level of tuition and income level of parents. There will be a follow-up story on this issue in the next CAUT Bulletin.

8. As anticipated, the White Paper proposes to eliminate the $1,000 interest and dividend deduction beginning in 1988.

9. Finally, the Minister tabled a number of alternative national Sales Tax proposals. These are multi-stage systems to replace the existing federal sales tax. The federal government wants to discuss the possibility of combining federal and provincial sales tax into one new common system. This proposal may be the most controversial of the White Paper. Mr. Wilson has indicated that he would not introduce this part of his proposals until the first part of the proposals is in operation and only after negotiations with the provinces.

Other Taxation Matters

A number of the issues relating to the taxation of artists and writers are being handled by Revenue Canada in a improved manner without the major problems seen a few years ago. Last year Revenue Canada issued a new Interpretation Bulletin (IT-504) which dealt with the question of the artist and the tax system. Though addressing many of the issues, this Bulletin did not

See TAX/18

A number of universities have introduced a system where a faculty member is able to receive part of his/her salary as a research grant even for those years when he/she is not on sabbatical but undertaking research.

The program operates in a manner similar to that for research grants for sabbaticals. The person applies for the research grant through the normal university procedures and if the grant is approved, his/her salary is reduced by the amount of the grant. Revenue Canada has indicated that, provided the program meets certain criteria relating to the nature of the research and expenses claimed, the grant will be considered a research grant and not employment income.

There are a few uncertainties with the procedure. It appears that the faculty member would be able to use nominal salary to calculate benefits (i.e. level of pension, benefits under a Long Term Disability Plan, etc.). However, the Department of Finance and Revenue Canada are currently developing regulations under pension reform for the situation of an employee using a nominal salary for some calculations. They are looking at this question in relation to sabbaticals, but the resulting regulations would probably apply to this scheme. A problem could then arise if the faculty member had to use his/her reduced salary for benefit calculations. For example, this could have a large impact on the level of pension benefit. So far, this has not happened.

The government would also be very concerned if this scheme were seen simply as a way of avoiding taxes. If the federal government perceived this scheme to be acting like the old Employee Benefit Plans did in some circumstances, the government would step in to modify the regulations. Clearly, the funds must be used for research as defined in the Income Tax Act. There is in the tax reform package a general anti-avoidance provision which gives Revenue Canada wide latitude to deem something a "sham" if it is felt it was established merely to lower taxes.

But if these issues can be resolved satisfactorily, then this scheme has good potential for helping faculty who have been self-funding their research.

CAUT will continue to monitor the situation and is gratified that the government is responding to our pressures on this matter.

Associations which have not negotiated with their administration to bring in this arrangement should do so. We are aware that such arrangements exist at the University of Toronto and Carleton University if you need examples with which to persuade your administration.

IMPÔT----------13

d'imposition maximal (impôts fédéral et provincial réunis) baissera.

2. Outre des taux d'imposition inférieurs, le gouvernement propose d'éliminer diverses exemptions personnelles et déductions et de les remplacer par des crédits d'impôt qui profiteront aux contribuables, quel que soit leur tranche de revenu. Une déduction a pour effet d'abaisser le revenu imposable et elle est plus avantageuse pour les personnes assujetties à un taux marginal d'imposition élevé; par contre, les crédits d'impôt sont déduits de l'impôt sur le revenu exigible et ils ne changent pas en fonction des taux marginaux d'imposition.

3. A compter de 1988, la déduction de 20 % des dépenses liées à un emploi jusqu'à concurrence de 500 $ sera éliminée. Aucun autre type de déduction ou de crédit d'impôt ne remplacera cette déduction.

4. Des changements seront apportés au traitement fiscal des frais d'automobile et à l'utilisation d'un bureau à domicile à des fins d'entreprise. Plus précisément, pour ce qui est des automobiles utilisées à des fins d'entreprise, le coût d'une automobile ne donnera lieu à une déduction pour amortissement que sur les premiers 20 000 $. Des limites correspondantes s'appliqueront à la déduction pour amortissement compte tenu du degré d'utilisation de l'automobile à des fins d'entreprise.

Des restrictions s'appliqueront à l'utilisation de la maison ou de l'appartement à des fins d'entreprise et, par conséquent, aux déductions s'y rapportant. Le bureau à domicile doit servir exclusivement, de façon régulière et suivie, de lieu d'accomplissement des travaux qui sont la source du revenu, et le domicile doit constituer le principal lieu d'affaires. Les frais ne pourront être déduits qu'à concurrence du revenu tiré de l'entreprise pour l'année. Il reste à établir le fonctionnement précis de ce nouveau système, mais les documents publiés par le gouvernement fédéral avec les propositions de réforme fiscale donnent l'exemple suivant :

> Un professeur d'université qui exerce une activité de conseil, exclusivement à partir d'un bureau à domicile qu'il consacre à cette activité, pourra demander la déduction des frais de bureau à domicile. La déduction des frais de bureau à domicile sera permise à concurrence du revenu tiré de l'activité en question.

5. La proportion d'un gain en capital compris dans le revenu passera de 1/2 à 2/3 après 1987 et à 3/4 après 1989. L'exemption maximale à vie des gains en capital ne dépassera pas la limite actuelle de 100 000 $.

6. Divers changements sont proposés à l'impôt sur le revenu des sociétés; ils ont pour effet de baisser les taux, mais ils éliminent de nombreuses déductions.

7. La déduction pour les enfants de plus de 18 ans qui fréquentent un établissement d'enseignement postsecondaire a été éliminée. Toutefois, les crédits d'impôt liés aux frais de scolarité et aux études seront transférables s'ils ne

Voir IMPÔT/18

IMPACT OF TAX REFORM ON POSTSECONDARY STUDENTS/CONSÉQUENCE DE LA RÉFORME FISCALE SUR LES ÉTUDIANTS DU POSTSECONDAIRE

STUDENT (OVER 17)/ÉTUDIANT (PLUS DE 17 ANS)	Pre-reform Avant la réforme	Post-reform Après la réforme	Pre-reform Avant la reforme	Post-reform Après la réforme	Pre-reform Avant la reforme	Post-reform Après la réforme	Pre-reform Avant la reforme	Post-reform Après la réforme
NET INCOME BEFORE TUITION FEES/ REVENU NET AVANT LES FRAIS DE SCOLARITÉ	$0	$0	$3,000	$3,000	$6,000	$6,000	$8,000	$8,000
TUITION FEES/FRAIS DE SCOLARITÉ	$1,500		$1,500		$1,500		$1,500	
NET INCOME/REVENU NET	($1,500)	$0	$1,500	$3,000	$4,500	$6,000	$6,500	$8,000
PERSONAL EXEMPTION/EXEMPTIONS PERSONNELLES	$4,270		$4,270		$4,270		$4,270	
EDUCATION DEDUCTION/DÉDUCTION POUR ETUDES *	$400		$400		$400		$400	
TAXABLE INCOME/REVENU IMPOSABLE	($6,170)	$0	($3,170)	$3,000	($170)	$6,000	$1,830	$8,000
FEDERAL TAX/IMPÔT FÉDÉRAL	$0	$0	$0	$510	$0	$1,020	$311	$1,360
BASIC TAX CREDIT/CRÉDIT D'IMPÔT DE BASE		$1,020		$1,020		$1,020		$1,020
TUITION TAX CREDIT/CRÉDITS POUR FRAIS DE SCOLARITÉ		$255		$255		$255		$255
EDUCATION TAX CREDIT/CRÉDITS POUR ÉTUDES		$80		$80		$80		$80
BASIC FEDERAL TAX PAYABLE/ IMPÔT FÉDÉRAL DE BASE RÉCLAMÉ	$0	$0	$0	$0	$0	$0	$311	$5
PARENT:								
CHILD DEDUCTION/ DÉDUCTION POUR ENFANTS (MAX. 1 000)	$1,000	NIL	$170	NIL	$0	NIL	$0	NIL
EDUCATION DEDUCTION/DÉDUCTION POUR ÉTUDES**	$400		$400		$170		$0	
TAX CREDIT TRANSFERABLE/ CRÉDIT D'IMPÔT TRANSFÉRABLE***		$335		$335		$335		$0
MAX FEDERAL TAX SAVINGS AT 34%/ IMPÔT MAX. ÉPARGNÉ À 34%	$476	$335	$194	$335	$58	$335	$0	$0

* — % 50 PER MONTH/PAR MOIS
** — USED PART OF DEDUCTION CAN BE TRANSFERREO/PARTIE UTILISÉE OE LA OÉDUCTION PEUT ÊTRE TRANSFÉRÉE
*** — UNUSED TUITION CREDITS AND EDUCATIONAL DEOUCTION CAN BE TRANSFERRED/CRÉDITS POUR FRAIS DE SCOLARITÉ ET DÉDUCTION POUR ÉTUDES tNUTILISÉS PEUVENT ÊTRE TRANSFÉRES.

Notes from the USA

Major changes proposed for higher education in California

A special state commission has proposed a series of major policy changes for higher education in California. The recommendations, made public in July, cover a wide range of issues, including reducing the enrollment of freshmen and sophomores in the university systems, intensifying efforts to recruit minority students and faculty members, and changing the tenure-review process to encourage better teaching. The proposals are likely to spark widespread debate — both in the Legislature here and in higher-education circles around the country. They would update for the first time the state's 1960 Master Plan for Higher Education, which established missions for the state's higher-education systems. The proposed changes, if adopted, would have a nationwide impact. More than 13 per cent of all United States college students — a total of more than 1.4 million — attend college in this state. And California spends more money on higher education than any other state, this past academic year appropriating more than $4.5-billion for colleges and universities.

High Court's 'Yeshiva' ruling on faculty unions starting to have repercussions

A 1980 U.S. Supreme Court decision that has "crippled" union organizing on private-college campuses is beginning to reverberate on public campuses as well, says the director of a national research center in New York. Administrators at several public institutions have filed complaints with their state labor boards, claiming that faculty members enjoy managerial status and thus should be barred from collective bargaining. That argument was used successfully by Yeshiva University, a private institution, in the case decided by the Supreme Court. If extended successfully to public colleges, it could jeopardize new faculty organizing on those campuses, said Joel M. Douglas, director of the National Center for the Study of Collective Bargaining in Higher Education and the Professions. "I predict we'll see more Yeshiva challenges in the public sector," he said. "If these Yeshiva claims are not overcome, I think the unions will move away from academics toward organizing support staff."

AAUP lifts censure from 6 colleges, adds 4 to list

The American Association of University Professors has removed six institutions from its list of censured administrations. The colleges have made "real progress" in correcting violations of academic freedom, the association said. At the same time, delegates to the AAUP's 73rd annual meeting held in Los Angeles in July voted to add four institutions — the Catholic University of Puerto Rico, Husson College, Morgan State University, and Southern Nazarene University — to the censure list. The actions brought the number of colleges on the censure list to 47, down from last year's 49. Removed from the list were Clark College in Georgia, Goucher College, McKendree College, Morehead State University in Kentucky, Southern University in Louisiana, and Tennessee Wesleyan College. Association officials said they were pleased by the number of removals, the highest since 1975.

Kodak forces school to reject Fuji employee

The University of Rochester plans to re-examine the close relationship between its graduate business school and Eastman Kodak Co., which persuaded the school to rescind the acceptance of an employee from rival Fuji Photo Film Co. Ltd. of Japan. Dennis O'Brien, president of the university, said the William E. Simon Graduate School of Management will have to reassess some of its teaching methods and educational programs that are closely oriented toward Kodak. Kodak officials told the university that they feared the Fuji employee would learn some Kodak secrets through normal classwork. Mr. O'Brien said Kodak expressed a legitimate concern about the university's acceptance of Tsuneo Sakai, a Fuji employee. "We don't want to be in the position where we're closing our classrooms, but we don't want to create a situation that endangers a company's proprietary strategies," Mr. O'Brien said.

In a memo to professors and students, Mr. O'Brien called the incident an extraordinary case. "The problem of proprietary interests is a complex and difficult one in university research laboratories. The issue of proprietary interests in the classroom, and the possible compromising of the open classroom at American universities, is novel and disturbing," Mr. O'Brien wrote.

Fewer Americans do graduate work in mathematics

The prosperity of the United States could be hampered by the continuing decline in the number of Americans studying mathematics in graduate school, a new study warns. Graduate enrollments are holding steady in mathematics only because of an influx of foreign-born students, many of whom leave the United States after they receive their degrees, the study indicates. It was conducted for the Conference Board of the Mathematical Sciences, a consortium of 14 professional societies. "The prognosis for the continuing vitality of mathematics is somewhat bleak," the study says. Increasing numbers of foreign graduate students have already led to some language problems in the classroom and may make America "hostage to foreign policy" in securing bright students from such places as China, it adds. Members of the committee who prepared the report said it confirmed anecdotal evidence of a shift in graduate populations. But they cautioned that the problem was not too many foreigners, but too few Americans. In addition, the statistics they gathered painted a similar picture in computer science, economics, and physics, and a grimmer view in engineering.

Supreme Court bars states from requiring teaching of creationism in public schools

The U.S. Supreme Court has barred states from requiring the teaching of creationism in public schools where evolution is taught, calling such a Louisiana law a thinly veiled attempt to promote religion. The court, by a 7-2 vote taken this summer, said the state law violates the constitutionally required separation of church and state. The justices rejected arguments that the Balanced Treatment for Creation-Science and Evolution-Science Act of 1981 was an attempt to ensure that Louisiana school children learned about competing theories of mankind's origin.

"The purpose of the Creationism Act was to restructure the science curriculum to conform with a particular religious viewpoint," Justice William Brennan wrote for the court. Judge Brennan said the law violates that portion of the U.S. Constitution's First Amendment banning a governmental "establishment of religion." Creationism holds that the earth and most life forms came into existence suddenly about 6,000 years ago. Critics have called it a disguise for a literal translation of the Book of Genesis.

AAUP shifts position on mandatory retirement

In a shift of position, the American Association of University Professors has decided not to resist the uncapping of mandatory retirement for faculty members. Instead of pushing for an extension of the present exemption for faculty members from federal legislation banning mandatory retirement, officials said the association would focus on what the changes will mean for higher education, particularly the tenure system. Under a law passed last year, colleges and universities will be able to continue retiring tenured faculty members at age 70 until 1994. The AAUP has recommended that administrators not tamper with the tenure system in an effort to keep people from working indefinitely after the mandatory retirement age is removed.

Women professors pushing to close salary gap

Earning 88 cents for every dollar made by their male colleagues, women professors in the United States are pushing to close the pay gap. Several institutions, including New Mexico State University, Washington State University, and Washington University in St. Louis, are quietly studying, and in some cases, adjusting their faculty salaries. In the process, university officials are finding that the number-crunching involved is not easy. Disagreement can crop up about what constitutes a fair salary review and how to adjust disparities. In other places, change is not coming quietly. The Universities of Maryland and Mississippi have both been hit by lawsuits charging "a pattern and practice" of sex discrimination in faculty pay. Both suits ask for back pay for female faculty members. Sex-bias charges are also pending against the State University of New York at New Paltz, where four faculty members have sued over wage disparities. A decision is expected later this summer. Faculty-pay issues could soon go to the U.S. Supreme Court. Women who lost a long-standing case against the Oregon State Board of Higher Education — known as the "Penk Case," after the lead plaintiff, Anna Penk — plan to ask the Court to hear their appeal. A recent Supreme Court ruling in a non-college case may make wage-discrimination cases easier for women to win in the lower courts.

Faculty salaries, 1986-87

	Men	Women
Professor	$46,070	$40,630
Associate Professor	34,290	31,800
Assistant Professor	28,910	26,180
Instructor	22,180	20,590
Lecturer	26,710	22,970

SOURCE: AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

Lengthy debate likely on ways to split research funds

Congress seems serious about designing a new federal program to modernize campus research facilities. But a crucial issue remains unresolved: how to split up the pot, whatever its size might be. The House-passed trade bill authorizes money for campus research facilities, and two other bills are making their way through committees, one in the House and one in the Senate. At stake are more than buildings, or the clamor of individual institutions for their fair share of federal funds. The ultimate issue is whether the current distribution of federal resources for research best serves the national interest. A relatively small number of outstanding research institutions now receive the bulk of federal research dollars. Increasingly, however, Congress and the colleges and universities themselves are asking whether perpetuating that system, based on merit review, best serves the country, or whether expanding the ability of many less prestigious colleges to conduct research and provide training in science would be healthier in the long run for science, science education, and the economy.

American Association of University Professors
Censure list

Following are the 47 institutions now on the censure list of the American Association of University Professors for violations of academic freedom. In parentheses are the years in which they were censured.

Amarillo College, Tex. (1968)
American International College, Mass. (1983)
Auburn University, Ala. (1983)
Blinn College, Tex. (1976)
Bridgewater State College, Mass. (1981)
Camden County College, N.J. (1974)
Catholic University of Puerto Rico (1987)
Central State University, Okla. (1969)
Colorado School of Mines (1973)
Concordia Seminary, Mo. (1975)
University of Detroit (1978)
Eastern Oregon State College (1982)
Frank Phillips College, Tex. (1969)
Grove City College, Pa. (1963)
Houston Baptist University, Tex. (1975)
Husson College, Me. (1987)
University of Idaho (1983)
Illinois College of Optometry (1984)
Marquette University, Wis. (1976)
Metropolitan Community Colleges, Mo. (1984)
Morgan State University, Md. (1987)
University of Maryland (1979)
Murray State University, Ky. (1976)
Nebraska State Colleges (1965)*
Nichols College, Mass. (1980)
University of Northern Colorado (1984)
Oklahoma College of Osteopathic Medicine and Surgery (1985)
Olivet College, Mich. (1980)
Onondaga Community College, N.Y. (1972)
University of Osteopathic Medicine and Health Sciences, Iowa (1977)
College of the Ozarks, Ark. (1964)*
Phillips County Community College, Ark. (1978)
Rider College, N.J. (1973)
Sonoma State University, Cal. (1983)
South Dakota State Colleges and Universities (1962)*
Southern Arkansas University (1971)
Southern Nazarene University, Okla. (1987)
Southwestern Adventist College, Tex. (1985)
State University of New York (1978)
Talladega College, Ga. (1986)
Temple University, Pa. (1985)
University of Texas of Permian Basin (1979)
Virginia Community College System (1975)
Westminster College of Salt Lake City (1985)
Wilkes College, Pa. (1977)
Wingate College, N.C. (1979)
Yeshiva University, N.Y. (1982)

*Censure was imposed on governing board, not on administrative officers.

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Announcement for Seminar

Applications now being accepted for three voluntary positions as Faculty Advisor to accompany 30 university and college students on 1988 World University Service of Canada Summer Seminar to Mali. The language of the Seminar will be French. All related expenses for 6-week Seminar covered. Applicants must have experience in development issues of west Africa, and be prepared to assist in pre-Seminar planning and post-Seminar report compilation. For information and applications, faculty should contact: Michel Larouche, Seminar Coordinator, WUSC, P.O. Box 3000, Station 'C', Ottawa, K1Y 4M8 (613) 725-3121. DEADLINE FOR RECEIPT OF APPLICATION: NOVEMBER 6, 1987.

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Briefly...briefly...

Ontario's Centres of Excellence program underway

TORONTO — Ontario's Centres of Excellence program took a concrete step forward in June with the announcement by Premier David Peterson that seven high-tech research projects had been chosen from among 30 proposals. The projects will be headquartered at the universities of Toronto, Waterloo, Ottawa, McMaster and York and will involve the participation of a number of other Ontario universities and corporations. The seven research projects are:

- Space and territorial science ($39.3 million) at York University (with Western, Waterloo, Toronto and Humber College) with the co-operation of several companies including Spar Aerospace which developed the Canadarm.
- Integrated manufacturing ($31.2 million) at the University of Waterloo (with Toronto, McMaster, Carleton and Queen's) in co-operation with Techno Scientific Inc. of Woodbridge, to develop computer-aided manufacturing and robotics.
- Groundwater research ($8.2 million) at the University of Waterloo to study the quality of water used by 80 per cent of Canada's rural population for residential consumption.
- Information technology ($35.1 million) at the universities of Toronto and Waterloo (with Western and Queen's) to study artificial intelligence, computer communications and software systems.
- Materials research ($39.5 million) at McMaster University (with Waterloo, Toronto, Queen's, Western) to study how new materials can be adapted to replace old ones.
- Telecommunications ($20.5 million) at the University of Ottawa (with Carleton, Queen's and McMaster) along with Bell Canada and other companies to develop radar systems.
- Advanced laser and lightwave research ($22.6 million) at the University of Toronto to include research into medical applications of laser technology.

The evaluation process for the centres involved more than 100 experts from Canada, the United States and Europe. The government money comes from the $1 billion Premier's Council on high technology which was established last year to bridge the gap between university scientists and businessmen in order to promote industrial innovation in the province. Halfway through the five-year program, each centre will be appraised to determine if it is following the government's mandate and whether funding will continue. In naming the centres, the premier said the success of the whole program hinges on the extent of private sector financial contributions. Mr. Peterson said if private investors do not come through with firm financial commitments, the projects will die.

McGill-Queen's University Press on its own

MONTREAL — McGill-Queen's University Press of Montreal is resuming control of its marketing, promotion, and production operations, which had been handled by University of Toronto Press since June 1981. During that period, McGill-Queen's retained editorial and budgetary responsibility for its operations and, in the last two years, responsibility for foreign-rights sales as well. According to UTP marketing manager Audrey Livernois, the arrangement with UTP was intended as temporary until McGill-Queen's recovered from financial problems. Livernois said the press suffered from having insufficient frontlist to complement its substantial backlist. She reported that since licensing non-editorial services from UTP, McGill-Queen's has increased its frontlist to about 25 new titles annually and sales have almost doubled. McGill-Queen's executive director and editor, Phillip Cercone, says that he hopes to see that number doubled within five years.

Nova Scotia gains prominence on MPHEC

MARITIMES — The Maritime Provinces Higher Education Commission has been given a boost. At a meeting held this summer, the Council of Maritime Premiers increased the size of MPHEC from 16 to 20 members, including the chairperson. Nine of MPHEC's members now come from Nova Scotia, up from four members previously — a move that the premiers say reflects its larger student population. Six members now come from New Brunswick and four from Prince Edward Island. The changes to MPHEC's composition had been proposed by Nova Scotia following recommendations made by the province's Royal Commission on Postsecondary Education last year that Nova Scotia create its own agency separate from MPHEC to coordinate the provincial postsecondary education system. The changes will clearly put that proposal to rest.

U of C provides $232 million benefit to city

CALGARY — The University of Calgary pumped an estimated $232.4 million worth of business directly into the city's economy in 1985-86, nearly double the $123 million operating grant provided by the Province of Alberta in 1985-86, according to a study compiled by the U of C's Office of Institutional Analysis. When additional rounds of spending are taken into account, total university-generated spending is estimated to be $395.1 million.

The university employed 4689 full-time equivalent academic and support staff in 1985-86, making it the city's fourth largest employer (ranking behind the City of Calgary, the Calgary Board of Education and the Government of Canada). U of C employees generated an estimated $96.5 million in local expenditures. Since those expenditures flow through many hands, roughly 8200 jobs were supported by U of C's presence in the city. In addition, the university spent an estimated $78.9 million locally on non-salary items (new construction, renovations, furnishings, supplies and equipment). University students also had a major economic impact during the target year: 15,412 full-time students each spent approximately $4825, generating a total of $74.4 million. And visitors to the university spent an additional $1.6 million.

SFU elects first woman Chancellor

BURNABY — Alumni, faculty and convocation founders of Simon Fraser University have elected prominent Vancouver business executive Barbara Rae as chancellor for a three-year term.

The first woman ever to be elected chancellor at Simon Fraser, Rae will be installed at graduation ceremonies June 5.

Rae is president of Office Assistance (Canada) Ltd. She is also currently a director of B.C. Telephone Company, Seaboard Life Insurance Company, Microtel Ltd. and KCTS 9 Television.

Born in Prince George, Ms Rae earned a master of business administration degree from Simon Fraser University in 1974. She was the first woman to graduate from SFU's demanding part-time MBA program which is designed to accommodate working executives through evening and weekend classes.

In 1985 she won an outstanding alumni award from the university's alumni association. The following year she was winner of the entrepreneur/innovator category in the YWCA's annual women of distinction awards.

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servent pas à réduire à zéro l'impôt exigible sur le revenu de l'étudiant. Les répercussions d'un tel changement varieront selon le revenu de l'étudiant, le montant des frais de scolarité et la tranche de revenu des parents. Dans le prochain numéro du Bulletin de l'ACPU, un article traitera de la question.

8. Comme prévu, le Livre blanc propose d'éliminer la déduction pour revenu en intérêts et en dividendes à compter de 1988.

9. Enfin, le ministre a présenté un certain nombre de propositions concernant la taxe de vente nationale. Il s'agit de systèmes multi-stades devant remplacer l'actuelle taxe de vente fédérale. Le gouvernement fédéral désire étudier la possibilité de combiner les taxes de vente fédérale et provinciales en une nouvelle taxe commune. Cette proposition risque d'être la plus controversée car un système prévoit une taxe sur les produits alimentaires.

La question de l'imposition des artistes et des écrivains semble avoir été réglée. L'année dernière, Revenu Canada a publié un nouveau Bulletin d'interprétation (BI-504) sur la question des artistes et du régime fiscal. Toutefois, le bulletin en question n'aborde pas tous les sujets qui préoccupent le milieu artistique.

En août 1986, un Groupe de travail fédéral sur le statut de l'artiste (présidé par Gratien Gelinas et Paul Siren) a formulé un certain nombre de recommandations additionnelles sur la question.

1. Établir un niveau de revenu non imposable en-deça duquel les artistes ne seraient pas assujettis à l'impôt.

2. Reconnaître l'unicité de la profession d'artiste dans la Loi de l'impôt sur le revenu.

3. Reconnaître légalement la dualité de la profession d'artiste, à savoir son statut d'employé et de travailleur indépendant.

4. Modifier les critères de "possibilités de profit" pour les artistes, pour déterminer s'ils sont en activité et s'ils peuvent prétendre à des déductions à des fins d'entreprise.

Le gouvernement n'a adopté aucune de ces propositions, bien que Revenu Canada semble plus généreux à l'égard de la question des possibilités de profit. Mais c'est un sujet qui risque de soulever d'autres problèmes.

Enfin, le budget fédéral de février 1987 contenait très peu de points ayant des répercussions directes sur les professeurs ou les universités.

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address all issues of concern to the artistic community.

In August of 1986, a federal Task Force on the Status of the Artist (chaired by Gratien Gelinas and Paul Siren) made a number of additional recommendations in this area:

1. That a level of non-taxable income be established below which an artist would not be taxed.

2. That the unique nature of the artistic profession should be recognized in the Income Tax Act.

3. That the dual nature of the artist — employed and self-employed — be recognized by law.

4. That the "expectation of profit" rule be modified for artists to determine whether they are in business and therefore allowed to make business deductions.

The government has not adopted any of these proposals, although Revenue Canada is acting in a more liberal manner now in relation to the expectation of profit issue. However, this is an area where further problems may arise.

Finally, the Federal budget of February 1987 had very few items with any direct impact on faculty members or universities.

Un certain nombre d'universités ont mis en place un programme permettant aux professeurs de toucher une partie de leur traitement sous forme de subventions de recherche même pendant les années où ils ne sont pas en congé sabbatique mais où ils font de la recherche.

Ce programme s'apparente a ceux en vertu desquels on octroie des subventions de recherche aux fins de congés sabbatiques. La personne intéressée fait une demande de subvention de recherche par les voies normales de l'université. Si sa demande est acceptée, elle voit son traitement réduit en proportion de la subvention. Revenu Canada a indiqué que la subvention sera considérée comme une subvention de recherche et non comme un revenu d'emploi à condition que le programme réponde à certains critères liés à la nature de la recherche et des dépenses réclamées.

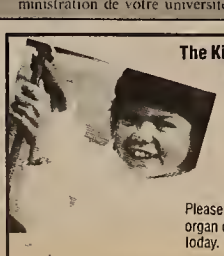
Il faut toutefois signaler certaines incertitudes. Il semble que les professeurs pourraient se servir de leur traitement nominal pour calculer les avantages, soit le montant des cotisations au régime de pension, les prestations en vertu d'un régime d'assurance-invalidité prolongée, etc. Cependant, des fonctionnaires du ministère des Finances et du ministère du Revenu du Canada sont en train d'élaborer des règlements relativement à la réforme des pensions applicables à un employé qui utilise son salaire nominal pour faire certains calculs. Ils se penchent sur la question en ce qui concerne les congés sabbatiques, mais les règlements s'appliqueraient sans doute au présent programme. Un problème pourrait alors surgir si les professeurs devaient utiliser leur traitement réduit pour le calcul des prestations. A titre d'exemple, les conséquences pour les prestations de retraite pourraient être importantes. Cela ne s'est pas encore produit jusqu'à maintenant.

En outre, le gouvernement s'inquiéterait beaucoup si le programme était perçu comme un moyen d'éviter l'impôt. Si le gouvernement croit que le programme sert les mêmes objectifs que les anciens régimes de prestations des employés dans certaines circonstances, il modifierait les règlements sans tarder. De toute évidence, il faut utiliser les fonds pour la recherche, au sens que donne à cette expression la Loi de l'impôt sur le revenu. La réforme fiscale prévoit une disposition générale anti-évitement qui donne à Revenu Canada une grande liberté pour qualifier de "fraude" une échappatoire si on croit qu'elle n'a d'autre objectif que de diminuer l'impôt.

Toutefois, si on peut résoudre ces problèmes de façon satisfaisante, le programme pourrait être d'un grand secours aux professeurs qui financent eux-mêmes leurs recherches.

L'ACPU continuera de surveiller la situation et est reconnaissante au gouvernement d'avoir répondu à ses pressions à ce sujet.

Nous conseillons aux associations qui ne l'ont pas encore fait, de négocier avec l'administration de leur université l'adoption de ce programme. Nous savons qu'il existe à l'Université de Toronto et à l'Université Carleton. Vous pouvez vous servir de ces exemples pour convaincre l'administration de votre université.



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Policy Statement concerning the role of public and private police forces and security services on Canadian University campuses

1
Preamble

Since its beginning CAUT has been concerned to protect the rights of individual members of the academic staff in their relationships with their universities and with the other private and public organizations with which they come in contact in carrying out their responsibilities.

CAUT is concerned that the activities of public and private police forces and security services on university campuses can threaten academic freedom. Experience has demonstrated that such concern is justified. Such activities can interfere with the rights of individual members of the academic staff and students and with the obligation of universities to foster freedom of thought, expression and intellectual inquiry without restriction.

Problems have been caused both by police forces and security services. The activities of the former RCMP Security Service have been of particular concern to CAUT. In 1984 it was replaced by the Canadian Security Intelligence Service. Members of the academic community should be aware that the mandate of the CSIS is to investigate "threats to the security of Canada". These expressly exclude "lawful advocacy, protest or dissent" unless carried on in conjunction with illegal activities. Complaints about the activities of CSIS may be drawn to the attention of the Security Intelligence Review Committee established by Parliament which can investigate and advise the government if it feels CSIS has acted improperly. It should be noted that there are also other security and intelligence services operating in Canada, whose activities might be of concern to CAUT.

2
Policy Statement

2.1
Public and Private (non university) Police Forces and Security Services

2.1.1
Police forces and security services should restrict their activities on university campuses to investigating specific alleged violations of the law.

2.1.2
Such investigations should be drawn at the outset to the attention of the senior member of the university administration who has been assigned responsibility in this area (see 2.3.1).

2.1.3
Police forces and security services should not place or use informers on university campuses and should refrain from recruiting members of the academic staff and students as undercover agents or informers. This is not intended to suggest that members of the academic staff should not report criminal wrongdoing on campus when it comes to their attention nor is it intended to suggest that members of the academic staff evade their obligations as citizens to appear as witnesses in court proceedings.

2.1.4
University administrations should ensure that the rights of groups or individuals engaged in legal dissent are protected and should oppose the activities of police and security forces engaged in general surveillance of groups or individuals on university campuses.

2.1.5
Academic staff should be aware that cooperation with investigators including the security services in pre-employment inquiries about colleagues or students is voluntary. Respondents should satisfy themselves as to the credentials of those conducting inquiries. They should, if they agree to assist, provide information in writing only, and should have an opportunity to examine for accuracy a written record of information provided. They should be aware of relevant sections of the Policy Statement Concerning Professional Ethics and Professional Relationships. They should also be aware that a blanket refusal to answer any questions, even in writing, may cost the student or colleague the job for which they are applying if a security clearance is required. CAUT opposes the use of the police or security services to gather references as a surreptitious means to secure other information on campus or to recruit informants.

2.1.6
Members of the academic staff or students who are the subjects of pre-employment inquiries and related security clearances should be informed by the agency conducting the inquiry of the nature of the inquiry and, subsequently, of the results of the investigation.

2.1.7
University administrations should not restrict legitimate freedom of expression and assembly on campuses by using, in inappropriate contexts, laws or regulations designed for other purposes.

2.1.8
Local faculty associations and university administrations should develop policies designed to protect members of the local academic community from the inappropriate activities of private police forces and security services. Such police and security organizations should be given no special status on university campuses unless employed by or retained by, or under contract to, the university.

2.2
Campus Police Forces and Security Services

2.2.1
The members of police or security forces in the employ of, or under contract to, a university should be adequately trained to carry out the duties assigned to them. In particular they should be instructed in the basic principles contained in the Canadian Charter of Rights and Freedoms and in the meaning of academic freedom. They should be supervised in such a way as to ensure that their activities do not constrain legitimate freedom of expression and assembly. There should be a written policy which lays down in reasonable detail their duties, functions and responsibilities. They should have pay and working conditions which will attract and retain persons of suitable calibre.

2.2.2
The working relationship between a university and public police forces should be clearly established. It should not be the role of private police or security forces to handle investigations on campuses when it becomes clear that criminal charges are likely.

2.3
Monitoring

2.3.1
University authorities should assign specific responsibility to a senior member of the administration to monitor the activities of public and private police forces and security services on university campuses and this person should report to the senior academic body in writing on an annual basis to ensure proper administration of the policy.

Enoncé de principes sur le rôle des forces policières et des services de sécurité publics et privés dans les universités canadiennes

1
Préambule

Depuis sa fondation, l'ACPU se préoccupe de la protection des droits des membres du personnel universitaire quant à leurs relations avec l'université qui les emploie ainsi qu'avec d'autres organismes privés et publics avec lesquels ils font affaire pour s'acquitter de leurs responsabilités.

L'ACPU s'inquiète que les activités des forces policières et des services de sécurité publics et privés dans les universités puissent menacer la liberté universitaire. L'expérience a montré que l'ACPU s'inquiétait avec raison que les activités des forces policières et des services de sécurité publics et privés dans les universités puissent menacer la liberté universitaire. Ces activités peuvent entraver les droits des universitaires et des étudiants ainsi que l'obligation des universités à encourager la liberté de pensée, d'expression et la liberté intellectuelle sans restriction à la discipline.

Tant les forces policières que les services de sécurité posent des problèmes. Les activités de l'ancien service de sécurité de la Gendarmerie royale, remplacé en 1984 par le Service canadien de renseignements de sécurité, a particulièrement été une source de préoccupation pour l'ACPU. Les universitaires doivent être conscients que le Service canadien de renseignements de sécurité a comme mandat d'enquêter sur "les menaces à la sécurité du Canada". Ces menaces exclues expressément "les plaidoyers, les protestations ou les dissidences légales" sauf s'ils se produisent de concert avec des activités illégales. Il est possible de porter plainte auprès du Comité de surveillance des activités de renseignements de sécurité, créé par le Parlement, à propos des activités du SCRS. Le comité peut alors faire une enquête et informer le gouvernement s'il juge que le SCRS a mal agi. A remarquer qu'il existe également d'autres services de renseignements et de sécurité au Canada dont les activités pourraient inquiéter l'ACPU.

2
Enoncé de principes

2.1
Forces policières et servces de sécurité (non universitaires) publics et privés
2.

2.1.1
Les forces policières et les services de sécurité devraient limiter leurs activités dans les universités à des enquêtes sur des violations précises et présumées de la loi.

2.1.2
Ces enquêtes devraient dès le début être portées à l'attention du cadre supérieur de l'université responsable de ces questions. (voir 2.3.1).

2.1.3
Les forces policières et les services de sécurité ne devraient pas assigner des indicateurs ou recourir à leurs services dans les universités et devraient éviter de recruter des universitaires ou des étudiants à titre d'agents de renseignements ou d'indicateurs. Ceci ne veut pas dire que les universitaires ne devraient pas dénoncer les actes criminels dont ils sont témoins. Cet énoncé ne doit pas laisser supposer non plus que les universitaires devraient se soustraire à leurs obligations de citoyens pour témoigner en justice.

2.1.4
L'administration des universités devrait s'assurer que les droits des groupes ou des personnes mêlés à des dissidences légales sont protégés et elle devrait s'opposer aux activités de la police et des services de sécurité qui surveillent des groupes ou des personnes à l'université.

2.1.5
Il est nécessaire que les universitaires sachent qu'ils sont libres de collaborer avec les enquêteurs, dont les services de sécurité, qui se renseignent sur des collègues ou des étudiants avant leur embauche. Ceux qui acceptent de le faire devraient s'enquérir de leur compétence et leur fournir des renseignements par écrit seulement. Ils devraient pouvoir examiner l'exactitude du dossier comprenant les renseignements écrits. Ils devraient être au courant des articles appropriés de l'Enoncé de principes sur l'éthique professionnelle et les relations professionnelles. En outre, ils devraient être conscients que, en refusant de répondre à quelque question que ce soit, même par écrit, ils risquent de faire perdre à un étudiant ou à un collègue l'emploi postulé si une autorisation de sécurité est necessaire. L'ACPU s'oppose au recours à la police ou à des services de securité pour rassembler des références dans le but d'obtenir, clandestinement, d'autres renseignements a l'université ou de recruter des indicateurs.

2.1.6
L'agence qui mène une enquête sur des universitaires ou des etudiants avant leur embauche pour l'obtention d'une autorisation de sécurité devrait les informer de la nature de cette enquête et, par la suite, des résultats.

2.1.7
L'administration des universités ne devrait pas imposer de restrictions à la liberté d'expression ou d'assemblée sur le campus en se servant, dans des contextes inopportuns, de lois ou de règlements conçus pour d'autres fins.

2.1.8
Les associations locales de professeurs et l'administration des universités devraient élaborer des lignes directrices visant à protéger les membres de la collectivité univer-

Voir ÉNONCÉ/20

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situaire locale des activités inadéquates des forces policières et des services de sécurité privés. Il ne faut pas accorder à ces agents un statut particulier sauf si l'université les a embauchés ou a retenu leurs services ou s'ils sont à contrat.

2.2

Les forces policières et les services de sécurité à l'université

2.2.1

Les membres de la police ou des forces de sécurité à l'emploi de l'université ou à contrat devraient recevoir une formation adéquate pour s'acquitter des tâches qui leur sont confiées. Ils devraient connaître, en particulier, les principes élémentaires de la Charte canadienne des droits et libertés de la personne et la signification de la liberté universitaire. Il faut veiller à ce que leurs activités ne contraignent pas la liberté légitime d'expression et d'assemblée. L'existence de lignes directrices écrites qui exposent leurs fonctions, leurs tâches et leurs responsabilités est souhaitable. Le traitement et les conditions de travail doivent attirer des personnes compétentes et les intéresser à conserver le poste.

2.2.2

Il faut établir avec précision les relations de travail entre l'université et les forces de police publiques. Il ne doit pas incomber aux forces policières ou aux services de sécurité privés de s'occuper d'enquêtes à l'université lorsque des accusations criminelles sont possibles.

2.3

Surveillance

2.3.1

L'administration des universités devrait confier à un cadre supérieur la responsabilité de surveiller les activités des forces policières et des services de sécurité privés et publics à l'université. Cette personne devrait présenter chaque année un rapport écrit à l'instance supérieure pour s'assurer que les lignes directrices sont convenablement administrées.

Finlay Travel Announcement

You will see in this issue of the *CAUT Bulletin* one of Finlay Travel's Ads which appear frequently.

We have been advised by Finlay Travel that a small team will visit the following locations on the dates shown:

November 2 Memorial University (MUNFA), St. John's, Nfld.
November 3 (AM) Dalhousie University (DFA), Halifax, N.S.
November 3 (PM) Technical University of Nova Scotia (TUNSFA), Halifax, N.S.
November 4 (PM) University of P.E.I., Charlottetown, P.E.I.
November 5 UNB (AUNBT)/St. Thomas (FAUST), Fredericton, N.B.

The team will consist of travel personnel from Atlantic Services and Pacific/Around the World sections.

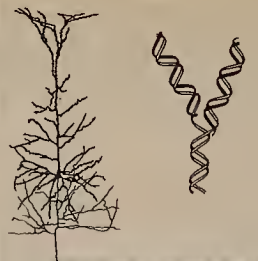
During the few hours that the teams will visit, they will be available at each of these universities and will be pleased to answer any questions and make arrangements to assist with any travel plans you may have for the future.

They will provide members of CAUT/ACPU with fare sheets from your originating points.

We hope you will take advantage of this opportunity to meet some of Finlay Travel's personnel who are well known to some of our frequent traveller colleagues.

These sessions are open to CAUT/ACPU members only.

Please watch for further announcements on visits to other areas/universities.



POSTDOCTORAL RESEARCH FELLOWSHIPS IN MOLECULAR NEUROBIOLOGY

MOUNT SINAI HOSPITAL RESEARCH INSTITUTE AND THE UNIVERSITY OF TORONTO

Several funded postdoctoral positions are available in the Division of Molecular Immunology and Neurobiology at the Mount Sinai Hospital Research Institute and at the Department of Medical Genetics, University of Toronto. The group consists of four Senior Scientists (Dr. Robert J. Dunn, Dr. John C. Roder, Dr. Joseph G. Culotti, and Dr. Arthur H. Roach), postdoctoral fellows, graduate students, and research technicians applying a broad base of genetic, molecular, and cellular biological approaches to the study of the nervous system. Specific areas of research include the molecular basis for neural-glial interaction during myelination, the cloning and structure of voltage gated ion channels, the molecular basis for the development of the nervous system in C. elegans, and the regulation of neurotransmitter gene expression in the brain. Applicants should have background in genetics, molecular biology, biochemistry, or neurobiology. Résumés, transcripts, and 2 or 3 letters of reference should be sent to:

Dr. John C. Roder
Division of Molecular Immunology and Neurobiology
Mount Sinai Hospital Research Institute
600 University Avenue
Toronto, Ontario, Canada M5G 1X5

References

1. Arquint, M. et al. P.N.A.S. 84:600-604, 1987.
2. Roach, A. et al. Cell 42:149-155, 1985.
3. Hedgecock, E.M. et al. Dev. Biol. 111:158-170, 1985.
4. Goldin, A.L. et al. P.N.A.S. 83:7503-7507, 1986.

Government of Canada
Department of Communications

Gouvernement du Canada
Ministère des Communications

PUBLIC NOTICE

A total of $25,000 is available from the Department of Communications to assist in the support of seminars, symposia and conferences dealing with the technical, social or economic aspects of telecommunications. University groups desiring to apply for some of this money are asked to submit, on a single sheet of paper, the title of the seminar, symposium or conference, the sponsoring university, an outline of the topic, and a description of the major topical questions to be discussed to:

Director General
Technology and Policy Planning
Department of Communications
300 Slater Street
Ottawa, Ontario
K1A 0C8

A total of $5,000 will be available in each of the five regions: Atlantic (New Brunswick, Newfoundland, Nova Scotia, Prince Edward Island), Quebec, Ontario, Central (Manitoba, Saskatchewan, Alberta) and Pacific. The decision to grant a contribution will be based on the benefit to Canada and/or the Department of Communications and how the Department will utilize the results. Payment will be conditional upon the university holding the sponsored event and receipt by the Department of Communications, free-of-charge, of any proceedings or reports of the event which may be published. Closing date for receiving applications is November 30, 1987.

Canada

Gouvernement du Canada
Ministère des Communications

Government of Canada
Department of Communications

AVIS PUBLIC

Le ministère des Communications dispose d'un total de 25 000 $ pour aider à financer des séminaires, colloques ou congrès portant sur les aspects techniques, sociaux ou économiques des télécommunications. Les universités désireuses de puiser dans ce fonds sont priées d'indiquer sur une seule page le titre de l'activité, le nom de l'université qui l'organise, un résumé du sujet traité et une description des principales questions qui seront abordées dans le cadre de ce sujet, et de faire parvenir ces renseignements au:

Directeur général
Politique et planification de la technologie
Ministère des Communications
300, rue Slater
Ottawa (Ontario)
K1A 0C8

Un total de 5 000 $ sera mis à la disposition de chacune des cinq régions:
Atlantique (Nouveau-Brunswick, Terre-Neuve, Nouvelle-Écosse, Île-du-Prince-Édouard), Québec, Ontario, Centre (Manitoba, Saskatchewan, Alberta) et Pacifique. La décision d'accorder une aide financière sera prise en fonction de l'avantage que le Canada ou le ministère des Communications, ou les deux, tireront de l'événement en question, et de la manière dont le Ministère pourra utiliser les résultats. Le versement sera effectué à condition que la rencontre organisée par l'université ait lieu et que le Ministère reçoive à titre gratuit les actes ou rapports du séminaire, colloque ou congrès susceptibles d'être publiés. La date limite pour la réception des demandes est le 30 novembre 1987.

Canada

University of Windsor

DEAN OF EDUCATION

The University of Windsor invites applications and nominations for the position of Dean of the Faculty of Education.

The Faculty has twenty full-time members and offers courses at the preservice, inservice and graduate levels. Current enrollment in the preservice program is 325 students and in the graduate 20 full-time and 100 part-time students.

In addition to administering the Faculty, the Dean is expected to provide strong leadership in teaching and research and to work effectively with the educational community served by the Faculty.

Candidates should have a record of achievement in teaching and scholarly activity that would entitle them to senior academic rank, and the demonstrated potential to carry out administrative responsibilities.

A renewable appointment for five (5) years, beginning July 1, 1988, will be made on the recommendation of the President as advised by the Faculty Council and a Search Committee.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Windsor offers equal opportunity for employment to qualified female and male applicants.

Consideration of candidates will begin on November 16, 1987. Nominations and applications, with a curriculum vitae and the names and addresses of three referees, as well as any requests for further information, should be sent to:

Dr. Donald Laing
Chair, Search Committee for the
Dean of Edueation
University of Windsor
Windsor, Ontario, N9B 3P4

THE KIDNEY FOUNDATION OF CANADA

We're out to make kidney disease obsolete.

University of Alberta
Edmonton

Associate Professor and Chairperson

Department of Clothing and Textiles Faculty of Home Economics ($39,620 - $57,236)

Nature of Duties:
Provide leadership for a diverse academic department offering both undergraduate and graduate programs in clothing and textiles; administer teaching, research and the service activities of the Department, including a textile analysis service and an extensive historic costume and textile study collection; undergraduate and graduate teaching; represent the Department both within the University and to the wider community.

Minimum Qualifications:
Doctorate degree in an area of clothing and textiles or a closely related field; demonstrated achievement in research and/or creative expression, graduate advising, as well as teaching; demonstrated administrative and leadership qualities, and effective communication skills.

Appointment, Rank and Salary:
Tenured appointment. Initial appointment as Department Chair is for five years. Salary commensurate with experience and qualifications.

Starting Date:
July 1, 1988.

Application Deadline:
November 1, 1987.

Send letter of application, current resume, and the names, addresses and telephone numbers of three references to:

Dean E. Murray
Faculty of Home Economics
University of Alberta
Edmonton, Alberta
T6G 2M8

The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

VICE-PRESIDENT — RESEARCH

Applications and nominations are invited for the position of VICE-PRESIDENT — RESEARCH, University of Toronto.

The Vice-President — Research is the senior executive officer responsible for the promotion and administration of research at the University, for the development of research policy, and for liaison with granting agencies, research consortia, corporate clients and sponsors. The Vice-President — Research has line responsibility for the Office of Research Administration. Policy development and administration in the following areas are included in the Vice-President's responsibilities: publication, contracting, inventions, copyright, software and animal and human use in research. The Vice-President — Research will be an ex officio member of the Research Board, the Connaught Committee and a director of the Innovations Foundation and of several research ancillaries.

The successful candidate will have extensive academic experience, a record of distinction in research and proven administrative ability.

Please reply in confidence, enclosing a curriculum vitae, to:

Dr. G.E. Connell
Chair, Committee for Vice-President — Research
Office of the President
University of Toronto
Toronto, Ontario
M5S 1A1

Both women and men are encouraged to apply. Applications or nominations should be received by December 1st, 1987. The successful candidate will take office on July 1st, 1988.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

University of Alberta
Edmonton

Research Associate

The Nutrition and Metabolism Research Group of the University of Alberta invites applications for the position of Research Associate.

The successful candidate must have a Ph.D. in nutrition and fatty acid metabolism and demonstrate postdoctoral experience in lipid metabolism, membrane biochemistry and regulation of fatty acid desaturases. Candidates with active research interest in mechanisms affecting nutrient absorption are encouraged to apply.

Salary will be commensurate with qualifications and will be within the following salary range: $26,000 - $29,000. The University of Alberta is committed to the principle of equity in employment but, in accordance with Canada Employment Immigration regulations, this advertisement is directed to Canadian citizens and permanent residents of Canada. The deadline of closing for this competition is one month after the publication date of this notice. Candidates should forward their curriculum vitae, outline of research experience and the names of three references to:

Dr. M.T. Clandinin
Nutrition and Metabolism Research Group
533 Newton Research Building
University of Alberta
Edmonton, Alberta Canada
T6G 2C2

Vice-President, Student Services

Dalhousie University is seeking a Vice-President, Student Services to direct a major reorganization of student services. With 9000 full- and 1800 part-time students in three undergraduate, a graduate, and three professional Faculties, Dalhousie has established this new position to provide an environment for teaching and learning that advances the students' balanced development.

Reporting to the President, the Vice-President, Student Services will be responsible for providing a "student perspective" at the highest levels of the University and ensuring the close collaboration of both academic and non-academic sectors in this area. The Vice-President will direct the psychological, career, and skills counselling programs and will monitor the University's academic and financial counselling programs for students. In addition, the position is responsible for Housing and Conferences, the University Health Centre, the International Student Centre, and the sports and leisure programs provided by Athletic and Recreational Services. The Vice-President will work closely with the Dalhousie Student Union, the Ombud's Office and the Campus Ministry.

The successful candidate will have senior administrative experience in the field of student services in a university or similar setting, superior management, communications and planning skills, and a high level of drive and initiative.

Dalhousie University has a commitment to employment equity. In accordance with Canadian Employment and Immigration requirements, priority will be given to Canadian citizens or permanent residents of Canada.

Please contact us in strict confidence to discuss this exciting new position further.

GEORGE ENNS PARTNERS INC.
Consultants in Executive Search
70 UNIVERSITY AVENUE, SUITE 410, P.O. BOX 14, TORONTO, ONTARIO M5J 2M4

On ears of sows' and purses of silk

Admittedly there is an element of revanchism in writing comments, on the comments of a copy editor, but alas most of my points are laudatory! Ms. M. Wolf has written an insightful, instructive, and quite frequently an amusing article on what is generally considered a highly sensitive topic — *The Manuscript* (The art of turning a "sow's ear into a silk purse", CAUT Bull., June 1987). I write as an individual who has published; books, chapters in books, book reviews, over 125 professional papers, news articles, and innumerable letters to newspaper editors (to preserve sanity and avoid ulcers). I would still, however, add the following points to Ms. Wolf's article.

I felt somewhat uneasy about her comments about aiming for "consistency" albeit of weight in one's writing, an objective which while admirable is just not always possible — especially in the social sciences. One is tempted to quote R.W. Emerson who said in effect that foolish consistency is the hobgoblin of little minds. One wonders however, about the definition of the word "foolish" and most certainly one is not dealing with a "little" mind. What has been said concerns the contents of a manuscript — but how does the concept of consistency apply to the copy editor?

Some years ago I submitted a manuscript to Journal A. I considered it brilliant, incisive, and pertinent. The editor in rejecting it thought otherwise; it was he said "pointless", "lacked relevance", and furthermore was "poorly written". I did not concur and sent the *unchanged* article to Journal B which accepted and published it. Some eighteen months later when I received reprints of the piece t, out of *pure* spite sent one to Journal A, whose editor unbeknownst to me had been changed — request for permission to reprint was made!

When changes to a manuscript, required by a copy editor, were numerous and considered pleayune by this writer I would feel that I had fallen into the hands of a frustrated elementary school teacher of English. If on the other hand emendations were few in number and simple (e.g. changing gasoline to petrol) I would consider him or her to be mature and erudite! While the lack of consistency may on the one hand lead to confusion and cynicism, too great an emphasis on this concept can result in the downplaying of individuality.

In manuscript editing there has to be, in addition to the many technical points so well described by Ms. Wolf (use of passive voice, obtaining of permissions, nature of audience, etc.) more concern about individual differences, censorship, and most importantly values and their priorities (e.g. submarines versus medicare).

F.L. Marcuse
Dept. of Psychology
The University of Manitoba

Help us improve the odds on life.

Give to the Kidney Foundation of Canada.

Vos dollars vont loin

L'eau, le développement communautaire, la formation et l'éducation: des investissements hors pair!

Envoyez votre don à 56 Sparks Ottawa, K1P 5B1
USC Canada
Vous recevrez en échange nos publications de (Nous accordons un crédit spécial)
Nom _____
Adresse _____
Code postal _____
Fonds en 1945 par Lotta Hitschmanova, C.C.

The University of Manitoba
Faculty of Arts

CHAIR IN ICELANDIC LANGUAGE AND LITERATURE

Applications and nominations are invited for the tenure stream position of Chair in Icelandic Language and Literature. The appointment will be made at the Associate or Full Professor level, commencing July 1, 1988. Salary will be commensurate with qualifications and experience.

The successful candidate must have a Ph.D. or equivalent and a record of scholarship in both medieval and modern Icelandic literature. Competence in English is required as well as native fluency in both spoken and written Icelandic. Teaching experience in both language and literature is essential. Some competence in modern linguistics is desirable. Because the Chair is partially endowed, the incumbent will be expected to play a significant role in the social and cultural affairs of the North American Icelandic community.

Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

Applications (including a curriculum vitae and names of three referees) and nominations will be received until October 30, 1987 by Karen C. Ogden, Associate Dean, Faculty of Arts, 315 Fletcher Argue, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

The Kidney Foundation of Canada

Give the greatest gift of all... the gift of life

Please sign an organ donor card... today.

University of Alberta
Edmonton

Professeur adjoint en éducation
Faculté Saint-Jean

La Faculté Saint-Jean sollicite des candidatures au poste de professeur adjoint en didactique des sciences et des mathématiques. Ce poste ouvre la voie à la permanence.

Exigences:
Doctorat désirable. Maîtrise exigée. De l'expérience au niveau universitaire dans l'enseignement de la didactique des sciences et des mathématiques. De l'expérience dans l'enseignement à l'élémentaire ou au secondaire serait un atout.

Responsabilités:
1. Enseignement au niveau du baccalauréat des cours de didactique des sciences et des mathématiques.
2. Encadrement de stagiaires.

Traitement:
Varie de $31,612 à $33,900 (échelle 1986-87) en fonction des titres et de l'expérience.

Date d'entrée en fonction:
Le 1er juillet 1988 (à moins de restrictions budgétaires).

Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyens canadiens et aux résidents permanents.

La date limite de réception des demandes est le 30 novembre 1987. Prière d'envoyer un curriculum vitae et les noms de trois répondants à:

Dr. J.A. Bour, Doyen
Faculté Saint-Jean
University of Alberta
8406-91 Street
Edmonton, Alberta
T6C 4G9

University of Alberta adhère activement au principe de l'équité en matière d'emploi.

The University of Manitoba
Dean of the Faculty of Dentistry

The University of Manitoba invites applications and nominations for the position of Dean of the Faculty of Dentistry. The Faculty offers programs leading to the degrees of Doctor of Dental Medicine, Bachelor of Science in Dentistry, Master of Science and Doctor of Philosophy, and diplomas in Dental Hygiene, Oral and Maxillofacial Surgery and Periodontology. Enrolments are currently 118 FT (DMD), 8 FT (B. Sc. Dent.), 40 FT and 12 PT (DDH) and 12 FT and 4 PT graduate students. The Faculty comprises approximately 54 FTE Academic and 51 FTE support staff. It is engaged in extensive service programs in Manitoba and the far North.

Candidates should have: a D.M.D./D.D.S. degree or equivalent or a doctorate in an area related to Dentistry; demonstrated knowledge of and experience in dental practice or research; previous successful administrative experience; demonstrated ability to relate to others, e.g. university units, professional organizations, health agencies, governments and communities; and a significant record in teaching, practice or research, and publications.

The University encourages both women and men to apply. In accordance with Canada Immigration and Employment requirements, priority will be given to Canadian citizens and permanent residents of Canada.

The appointment is expected to commence on July 1, 1988 and will be for a term of up to ten years.

Applications (including a curriculum vitae and the names of three referees) or nominations will be received until November 16, 1987 by Professor R.A. Johnson, Associate Vice-President (Academic), Chairman, Advisory Committee for the Dean of Dentistry, Room 208, Administration Building, The University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

The University of Lethbridge
School of Management

BUSINESS ENTERPRISES AND SELF-GOVERNING SYSTEMS OF INDIAN, INUIT AND METIS PEOPLES

Two tenure track faculty positions are available commencing July 1, 1988. One position is for an individual specialized in economic development projects and the second is for an individual with expertise in finance. Administrative tasks may be assigned to one or both appointees in return for a reduced teaching load.

QUALIFICATIONS: Preference will be given to those candidates with, or who are near completion of, a Ph.D. Experience is valued.

RANK AND SALARY: Open and competitive with other Western Canadian universities.

THE CITY: Lethbridge is Alberta's third largest city and is located close to recreational areas in the Rocky Mountains.

Interested individuals should contact the Director for more information.

Dr. George Lermer, Director
School of Management
The University of Lethbridge
4401 University Drive
Lethbridge, Alberta, Canada
T1K 3M4
Phone: (403) 329-2633

Advertising and censure

CAUT will not carry advertisements from censured universities. CAUT refuses ads from such universities because the Council explicitly recommends that members not take positions at institutions which have been censured.

Positions available

Postes vacants

Publicité et Censure

L'ACPU refuse les annonces des universités frappées de la censure parce que le Conseil recommande explicitement aux membres de ne pas accepter de poste dans l'une de ces universités.

ACCOUNTANCY

UNIVERSITY OF WATERLOO. Business Administration. Accounting. Applications are invited for faculty positions from those with teaching and research interests in (i) financial accounting, (ii) finance, (iii) information systems, (iv) auditing, (v) taxation. Ph.D. or equivalent. Salary will depend on qualifications. Appointments effective July 1, 1988 or by arrangement. Appointments available until positions filled. Send resumes to Dr. Jack R. Hanna, Director, School of Accountancy, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The availability of these positions is subject to budgetary approval. It is the intention of the University of Waterloo to fill its vacancies with excellent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome

ADMINISTRATIVE STUDIES

TRENT UNIVERSITY. Administrative and Policy Studies Programme. The Administrative and Policy Studies Program at Trent University invites applications for a tenure track appointment at the Assistant Professor level and a limited term appointment at the Assistant Professor level to teach in two or more of the following areas: Marketing, Management Theory, Organizational Behaviour, Small Business, Strategic Planning, commencing July 1, 1988. Applicants should have a Doctoral degree (or be near completion) or a Master's level degree with research publications, and teaching experience. Interested candidates should send a letter of application, their curriculum vitae and names of three referees to Professor I.D. Chapmen, Director, Administrative and Policy Studies Program, Trent University, Peterborough, Ontario, K9J 7B8. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Atkinson College. Two full-time faculty teaching positions (both subject to budgetary approval). 1) Financial Accounting: To teach and coordinate a multi-section introductory financial accounting course. Familiarity with microcomputers is essential as evaluation of microcomputing applications to the teaching of courses in accounting, auditing and taxation will be required. Minimum qualifications are an MBA and/or honours undergraduate degree plus a professional accounting designation. 2) Administration: Involves teaching, coordination and supervision of the multi-section Introduction to Administration course. The applicant should have a broad knowledge of administrative disciplines, and the desire to be innovative in the presentation of a large course at both on-campus and off-campus locations. Minimum qualification is an MBA. Teaching duties for both positions will primarily be with adult part-time undergraduate students. Research at the graduate level are also desirable. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications, with curriculum vitae and the names and addresses of three references, should be sent to: Prof. J.S. MacKinnon, Chair, Department of Administrative Studies, Atkinson College, York University, North York, ON M3J 1P3, deadline for applications is October 31, 1987.

ANATOMY

UNIVERSITY OF SASKATCHEWAN. Department of Anatomy. The Department of Anatomy, University of Saskatchewan, College of Medicine, invites applications for tenure-track position at the Assistant Professor level. Applicants should have experience in teaching developmental biology to medical and science students as well as lectures and possibly neuroanatomy and/or gross anatomy. Background in molecular biology is desirable. Applicants should have proven research background and a strong research program. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Application, including curriculum vitae, names of three referees and an outline of proposed research should be submitted to Dr. Gary D. Burkholder, Head, Department of Anatomy, College of Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

ANTHROPOLOGY

McGILL UNIVERSITY. Faculty of Medicine. Department of Humanities and Social Studies in Medicine. Applications are invited for a tenure track position in Medical Anthropology at the level of Assistant Professor effective July 1988. The salary scale starts at $32,474.00. The applicant must hold a Ph.D. in Anthropology and should be open to an interdisciplinary approach to teaching. The research interests of candidates should complement those of department members. Duties include undergraduate and graduate teaching in the Faculty of Medicine as well as in the Faculty of Arts. Send curriculum vitae and the names of three referees to: Chair, Anthropology Search Committee, Department of Humanities & Social Studies in Medicine, 3655 Drummond Street, Montreal, Quebec H3G 1Y6. Deadline for applications is October 30, 1987. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Applications are invited from Sociologists or Anthropologists specializing in contemporary Japanese culture and society for a tenure-track position at the Assistant or Associate level beginning in the academic year, 1988-89. Applicants should have completed the Ph.D. and have a demonstrated research, teaching and publications record; working knowledge of Japanese; and ability to develop a program in Japanese studies suitable for a joint Anthropology and Sociology department. Salary commensurate with experience. Letters of application, including a curriculum vitae and the names and addresses of three referees should be sent by December 1, 1987, to Dr. M.P. Marchak, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C., V6T 2B2. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia is an equal opportunity employer.

APPLIED ETHICS

WESTMINSTER INSTITUTE FOR ETHICS AND HUMAN VALUES, London, Ontario, Canada. Applied Ethics. Two Research Associate appointments (Applied Ethics with preference given to specialization in Bioethics, Business Ethics, Environmental Ethics or Medical Ethics) will be made at Westminster Institute for Ethics and Human Values effective July 1, 1988 (or earlier). Qualifications: Ph.D. in philosophy, publications, demonstrated research and teaching ability, five years plus experience desirable. Responsibilities include: scholarly productivity and creative research (project initiation, writing grant proposals, conduct of proposed inquiry, management of grants), teaching at the University of Western Ontario (one course maximum), participation in professional programs, as well as limited activity in consultation, public information and public education. Twelve month probationary contract, renewable for 2-3 year terms; 1 month vacation annually; pension, health and life insurance benefit package; salary commensurate with qualifications and experience. Jointly established in 1979 by Westminster College and the University of Western Ontario, the Institute engages in interdisciplinary research and public education concerning, ethical, social, legal, theological and philosophical dimensions of human life and institutions. During the past 8 years, the Institute's research has focused on bioethics, values and the law, business and professional ethics, environmental ethics and ethical aspects of population. Closing date for applications: January 1, 1988. Send letter of application together with Curriculum Vitae and the names of three referees to: Dr. Abbyann Lynch, Director, Westminster Institute for Ethics and Human Values, 361 Windermere Road, London, Ontario, Canada, N6G 2K3. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. An Equal Opportunity Employer.

ASIAN STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA. Position in Punjabi And Sikh Studies. The Department of Asian Studies invites applications for an endowed tenure-track position at the Assistant Professor or Junior Associate Professor level in Punjabi language and literature and Sikh studies. Candidates should have a Ph.D., have a very good command of spoken and written Punjabi, and be qualified to teach courses in beginning and intermediate Punjabi language and at least one other field such as Sikh literature, religion, or history. Elective date of appointment will be 1 July 1988; salary will be commensurate with qualifications and experience. Candidates should send a complete c.v., samples of research papers and publications, and the names and addresses of three referees to Professor Kenneth Bryant, Department of Asian Studies, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. The deadline for completion of applications is January 31, 1988. In accordance with Canadian-immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Asian Studies. Position in Indonesian Language and Southeast Asian Studies. Applications are invited for a tenure-track assistant professor or junior associate professor position to initiate and develop Indonesian language instruction and courses in the literatures and cultures of island Southeast Asia. Very good command of spoken and written Indonesian necessary. Completed or near completed Ph.D. required. Language teaching experience desirable. Strong research capability expected. Applicants should forward a current curriculum vitae, copies of publications, and the names and addresses of three referees to Professor Barrie M. Morrison, Department of Asian Studies, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. The deadline for receipt of applications is January 31, 1988, in accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Asian Studies. Position in Japanese Language and Civilization. Applications are invited for a tenure-track assistant professor position in Japanese language and civilization. Courses to be taught include primarily beginning and intermediate modern Japanese language, and secondarily courses in Japanese religion, philosophy or other aspects of civilization, according to research interests. Ph.D. required, as is a very good command of spoken and written Japanese. Strong research capability expected. Language teaching experience preferred. Salary commensurate with qualifications and experience. Appointment to begin July 1, 1988. This position is subject to funding. Send curriculum vitae, copies of publications, and the names and addresses of at least three referees to Professor Daniel L. Overmyer, Head, Department of Asian Studies, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. The deadline for receipt of applications is January 31, 1988. In accordance with Canadian-immigration requirements, this advertisement is directed to Canadian citizens and permanent residents

BIOCHEMISTRY

McMASTER UNIVERSITY. Department of Biochemistry. Postdoctoral position available to study sorting and targeting of envelope virus (HSV and Bunyavirus) (P.N.A.S. 84, 5675 1987) membrane glycoproteins and reverse transcriptase structure-function using cloned gene and site-directed mutagenesis and retrovirus mediated gene transfer. Starting salary $20,300 - $24,000. Opportunity for limited teaching. Starting date November 1st. Please send curriculum vitae and three letters of reference to Professor H.P. Ghosh, Chairman, Department of Biochemistry, McMaster University, Hamilton, Ontario, L8N 3Z5, Canada.

BIOLOGY

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. Postdoctoral Fellowship. Department of Cellular & Molecular Biology. A postdoctoral research position is immediately available in the Department of Cellular and Molecular Biology at the University of Auckland, Auckland, New Zealand. Tenure is for two years. Candidates must have a PhD and preferably a strong background in recombinant DNA research. The successful candidate will participate in research on the molecular structure and function of transmembrane channels in the lens. Emphasis will be on gene expression of gap junction proteins in lens and other cell cultures. This position offers an exciting opportunity to participate in a well established and interesting research project and enjoy the lifestyle and outdoor activities in a South Pacific country. Annual salary is $NZ32,000 plus return airfare from place of residence at the time of appointment. For more information please write to Jorg Kistler, Department of Cellular and Molecular Biology, University of Auckland, Private Bag, Auckland, New Zealand

McGILL UNIVERSITY. Plant Physiology/Biochemistry. Candidates are sought for a position in Research Associate to participate in research on growth responses to selected oligosaccharides and their biosynthesis by membrane preparations. Preference will be given to candidates with PDF experience in plant growth analysis, polysaccharide metabolism and membrane manipulation. Salary competitive and commensurate with experience. Initial appointment for one year with potential extension for two additional years. Send curriculum vitae, reprints and referee information to Dr. G.A. Maclachlan, Biology Dept., McGill University, 1205 Ave. Dr. Penfield, Montreal, H3A 1B1. Closing date is one month from the appearance of this advertisement. In accordance with Canadian immigration requirements, this advertisement is directed to citizens and permanent residents of Canada

UNIVERSITY OF OTTAWA. Department of Biology. Applications are invited for two tenure track positions in the fields of cell and molecular biology and evolutionary biology. These positions are available at the Assistant Professor level, but exceptional applicants at higher levels will also be considered. The successful applicants will be expected to establish independent, externally funded research programs and to participate in undergraduate and graduate teaching. The University of Ottawa is a bilingual institution; the ability to teach in both English and French is an asset. In accordance with employment and immigration policies, priority will be given to Canadian citizens and permanent residents. The effective date of the appointments is July 1, 1988. Applicants should forward, before December 1, 1987, a curriculum vitae that includes a statement of research and teaching interests and should arrange to have three letters of reference sent to: Dr. David L. Brown, Department of Biology, University of Ottawa, Ottawa, Canada, K1N 6N5.

UNIVERSITE D'OTTAWA. Département de biologie. Le département de biologie offre deux postes pouvant conduire à la permanence dans les domaines de la biologie cellulaire et moléculaire, et la évolution. Ces postes sont offerts au rang de professeur adjoint, quoique les candidats exceptionnels de rang supérieur seront aussi considérés. Les personnes choisies devront poursuivre un programme de recherche indépendant, subventionné par des organismes externes, et participer aux programmes d'enseignement du 1er, 2e et 3e cycles. L'Université d'Ottawa étant une institution bilingue, la capacité d'enseigner en français et en anglais est un avantage. Conformément aux exigences prescrites en matière d'immigration au Canada, cet avis de concours s'adresse aux citoyens canadiens et aux résidents permanents du Canada. Les nominations se feront à compter du 1er juillet 1988. Les candidats devront soumettre, avant le 1er décembre 1987, leur curriculum vitae, et une description des domaines biologiques dans lesquels ils désirent enseigner et poursuivre leur recherche. Les candidats devront aussi demander à trois répondants de soumettre des lettres de recommandation à Dr. David L. Brown, Département de biologie, Université d'Ottawa, Ottawa, Canada, K1N 6N5.

BUSINESS

THE UNIVERSITY OF ALBERTA. Faculty of Business. Applications are invited for full-time tenure-track faculty positions from those with teaching and research interests in Accounting, Management Information Systems, Finance, Marketing, Managerial Economics, Public Sector Management, Business Policy, and Human Resources Management/Industrial Relations. Ph.D. or equivalent required or candidate should be at the completion stage of degree. Salary and rank depend on qualifications. Market supplements ensure that competitive offers are negotiable. Appointments normally effective July 1st. Positions subject to availability of funding. Send resume to: Dr. R.S. Smith, Dean, Faculty of Business, The University of Alberta, Edmonton, Alberta, Canada, T6G 2R6. The University of Alberta is an equal opportunity employer.

BUSINESS ADMINISTRATION & COMMERCE

WILFRID LAURIER UNIVERSITY. Applications are invited for teaching positions in the areas of Accounting, Human Resources, Marketing, Operations & Decision Sciences, and Policy for the 1988-89 academic year. Qualifications: Lecturer up to Associate Professor. Duties: Undergraduate and/or graduate teaching. Applications accepted until positions are filled. Positions are subject to budget approval. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications to: Dr. Hugh Munro, Associate Dean of Business, School of Business & Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited from candidates with qualifications in one or more of the following areas: (i) Accounting, (ii) Finance, (iii) Marketing, (iv) Organization/International Business/Business Policy, (v) Information Systems, (vi) Production/Management Science. Rank of Assistant/Associate Professor, depending on qualifications and experience; preferably at the Assistant or Associate level. Starting appointment is also possible Ph.D or DBA degree (completed or near completion) is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date closes when position is filled. Applications should be sent to: Dr. Ron Lance, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF REGINA. Faculty of Administration. Applications are invited for faculty positions in (i) accounting and (ii) finance. Doctorate in hand or near completion is required for tenure track appointment. Masters with professional designation will be considered for term appointments in accounting. Starting appointment is also possible. Rank and salary depend on qualifications. Salary is competitive. Appointment effective July 1, 1988, or by arrangement. This is an opportunity for professors who would like to work in a collegial, non-departmentalized environment with opportunities for research and for professional involve-

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ment. Applications will be accepted until the positions are filled. Interested candidates should send their c.v. to: Dr. Jack K. Ito, Associate Dean, Faculty of Administration, University of Regina, Regina, Saskatchewan, S4S 0A2.

UNIVERSITY OF NEW BRUNSWICK. The University of New Brunswick, Fredericton, Faculty of Administration invites applications in: Accounting, Finance, Management, Human Resource Management, Marketing, Management Information Systems. Qualified to teach undergraduate track positions in all disciplines is Ph.D. completion or near completion in appropriate disciplines. Rank is generally Assistant or Associate depending on qualifications and experience, but persons with a very strong record of demonstrated achievement will be considered for the rank of full professor. Term positions at the rank of Lecturer may be available for applicants holding MBA degree or CA designation. Persons with tenured positions elsewhere may apply for visiting appointments. Appointments effective July 1, 1988 or January 1, 1989 as convenient. Successful candidates will teach in BBA, MBA, and MPA programs and carry out research in their disciplines. Salary is competitive at all ranks. Submit curriculum vitae and names and addresses of three referees to Dr. K.P.K. Nair, Dean, Faculty of Administration. University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3.

UNIVERSITY OF NEW BRUNSWICK. Marketing. The Division of Administration invites applications for a full-time tenure-track position in Marketing to commence July 1, 1988. Rank and salary will be commensurate with qualifications and experience. Qualifications required include Ph.D. or equivalent. Candidates with lesser qualifications may be considered for a term appointment. Applications will be accepted until the position is filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, E2L 4L5, Canada. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada.

UNIVERSITY OF NEW BRUNSWICK. Management Information Systems. The Division of Administration invites applications for a full-time tenure track position in Management Information Systems to commence July 1, 1988. Rank and salary will be commensurate with qualifications and experience. Qualifications required include a Ph.D. or equivalent. Candidates with lesser qualifications may be considered for a term appointment. Applications will be accepted until the position is filled. Please send c.v. and the names and addresses of three referees to Dr. Peter McGahan, Dean of Faculty, University of New Brunswick, Saint John Campus, Box 5050, Saint John, New Brunswick, E2L 4L5, Canada. In accordance with Canadian Immigration Regulations, preference will be given to citizens and permanent residents of Canada.

QUEEN'S UNIVERSITY AT KINGSTON. Business. Applications are invited for tenure-track positions in Accounting (2), Marketing and Finance Salary and rank will be commensurate with qualifications and experience. Ph.D. (completed or nearing completion) and evidence of strong research and teaching potential are required. Teaching can be in the B.Com., M.B.A., and Ph.D. levels. The funding availability of positions is subject to budgetary approval. Applications will be accepted until positions are filled but should be submitted by December 31, 1987. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send c.v. and names of three references to: Wm. E. Miklas, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

UNIVERSITY OF MANITOBA. Faculty of Management. Applications are invited in the areas of (i) accounting, (ii) finance, and (iii) information systems. Rank is open, based on qualifications and experience. Visiting appointment is also possible. Ph.D. or DBA, completed or near completion is required. Duties include research and teaching at the undergraduate and graduate levels. Salary is competitive and will depend on qualifications, experience and research record. Appointment date is open; July 1, 1988 preferred. Application date closes when position is filled. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to qualified Canadian citizens and permanent residents of Canada. Applications should be sent to: Dr. L.I. Gould, Head, Department of Accounting and Finance, University of Manitoba, Winnipeg, Manitoba, R3T 2N2.

UNIVERSITY OF SASKATCHEWAN. College of Commerce. Applications are invited for permanent and visiting faculty positions from those with teaching and research interests in Accounting, Finance, Industrial Relations, Management, Management Science, Marketing, and Organizational Behaviour. A Ph.D. or equivalent and strong publication record required for permanent positions. Masters and professional credentials acceptable for visiting or limited term appointments. Salary and rank depend on qualifications. Applications are welcome until positions are filled. Some positions are subject to final budgetary authorization. Appointments are normally effective as of July 1. Please send resumes to: Dr. W.J. Brennan, Dean, College of Commerce, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0.

CHEMISTRY

YORK UNIVERSITY. Department of Chemistry. We invite applications for the position of Post-Doctoral Fellow or Project Scientist in our Chemical Sensor laboratory. The successful candidate will have a minimum Ph.D. degree in Chemistry and experience in one or more of the following areas: synthetic phthalocyanine or porphyrin chemistry, electronic spectroscopy, solid state devices, thin film technology, inorganic chemistry. Salary is negotiable according to experience. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Apply with resume and the names of three referees to Professor A.B.P. Lever, Department of Chemistry, York University, 4700 Keele St., North York, Ontario M3J 1P3.

CLASSICS

QUEEN'S UNIVERSITY. Classics. (Greek Language and Literature). The Department of Classics at Queen's University invites applications for a tenure-track appointment at the Assistant Professor level to begin on September 1, 1988. Ph.D. (or equivalent) required. Duties will include teaching and supervision at both the undergraduate and graduate level (M.A.), specializing in Greek language and literature, with additional responsibilities (as required) for Latin and Classical Studies. Teaching loads average 1/2 courses in each of two terms (fall/winter). In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Candidates of both sexes are equally encouraged to apply. Dossiers and curriculum vitae should be sent, together with the names of two referees to: Professor R. S. Kilpatrick, Head, Department of Classics, Queen's University, Kingston, Ontario, K7L 3N6. Application closes January 15, 1988. N.B.: Attention is also drawn to the previously announced Queen's National Scholars programme. Scholars in all disciplines already possessing a highly successful record of teaching and research are invited to send inquiries to the above address.

COMPUTER SCIENCE

UNIVERSITY OF NEW BRUNSWICK. Computer Science. 1. A tenure track position at assistant professor level with Ph.D required for tenured position. All areas will be considered. 3. Teaching at the graduate and undergraduate levels and collaborative research. 4. Salary and rank commensurate with qualifications and experience. 5. Apply to: Dr. W. Dana Wasson, Director, School of Computer Science, University of New Brunswick, P.O. Box 4400, Fredericton, N.B., E3B 5A3, Canada. 6. Starting date January '88 or when suitable person is available for tenured position. 7. Deadline: When position filled.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Electrical Engineering. Applications are invited for two new tenure-track positions at the Assistant, or possibly Associate, Professor level. Duties will include undergraduate and graduate teaching, establishment of a significant research program, graduate thesis supervision, and participation in the usual Departmental administrative affairs. The Department has 300 undergraduates apportioned equally between the Electrical and Computer Engineering Options, and 95 graduate students in the M.Sc. and Ph.D. programs. Currently there are 20 full-time Faculty members and several adjunct instructors. Applicants must have a Ph.D. Rank and salary are commensurate with qualifications and experience. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send a detailed career summary with names and addresses of three referees to Dr. G.J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: O-13-87.

LAKEHEAD UNIVERSITY. Department of Mathematical Sciences. Applications are invited for a tenure track position starting July 1, 1988. Responsibilities include research as well as teaching at the graduate and undergraduate level. Candidates in all computer science research areas will be considered with preference for people doing publishable research in two or more of the following: graphics, real time systems, artificial intelligence, operating systems, communications networks. Computer hardware support includes a VAX Unix, VAX VMS, several Sun Unix systems, and micro-computer labs. The minimum qualification is a Doctoral Degree or equivalent including and/or academic experience. This appointment is subject to final budgetary approval. Send curriculum vitae and the names of three references to Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. Lakehead University is an equal opportunity employer.

UNIVERSITY OF MANITOBA. Computer Science. Applications are invited for a tenure-track position at the Assistant Professor level in the Department of Computer Science, University of Manitoba. Ph.D. in computer science or equivalent is required. Position available July 1, 1988. Minimum salary - $28,389.00. Preference for specialization in the area of artificial intelligence or computer networks. Responsibilities will be teaching primarily at the undergraduate level and conducting research. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is December 1, 1987. Apply to: Professor R.G. Stanton, Head, Department of Computer Science, University of Manitoba, Winnipeg, Manitoba, Canada, R3T 2N2.

UNIVERSITY OF ALBERTA. Department of Computing Science. Applications are invited for two tenure-track positions at the Assistant/Associate Professor level. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Strong candidates from all research areas will be considered, but areas of special interest include database systems, VLSI/computer architecture, operating systems, numerical analysis and computer graphics. Current hardware support includes an Amdahl 5870, a network of four VAX 11/780's and about thirty Sun Workstations, and well-equipped microcomputer and workstation laboratories for graphics, VLSI, and AI research. Access to a Cyber 205 is available. Salary is commensurate with qualifications and experience. Send curriculum vitae, names of three references, and up to three reprints or copies of important publications. New PhD's should also include a copy of their transcript. Apply to: Dr. Lee J. White, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Applications will be accepted until January 31, 1988. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents of Canada. Send applications including complete curriculum vitae, graduate transcripts, and names of three references to Dr. Melville L. McMillan, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 31, 1987.

UNIVERSITE DE MONTREAL. Département des Sciences Economiques. Postes de Professeur titulaire, agrégé ou adjoint, agrégé ou titulaire). Le département des Sciences économiques de l'Université de Montréal est à la recherche de candidats à des postes de professeur, à plein temps au rang d'adjoint, d'agrégé ou de titulaire. Les candidats à ces postes doivent avoir complété un Ph.D. en Sciences économiques (ou sur le point de compléter un Ph.D. en Sciences économiques) ou faire état d'une formation équivalente et avoir fait la preuve d'aptitudes à l'enseignement universitaire et à la recherche scientifique. Le champ de spécialisation en Sciences économiques est ouvert mais un excellent candidat sera considéré sérieusement. Les candidats à des postes de professeur agrégé ou titulaire doivent être des enseignants de premier ordre et des universitaires de réputation internationale. Ces postes sont des postes de carrière et comportent la pleine track). Une nomination au rang de professeur agrégé ou titulaire peut être faite avec ou sans permanence (contrat minimal de cinq ans). Le candidat ou la candidat qui n'a pas complété son Ph.d. au moment de son entrée en fonction sera nommé chargé d'enseignement pour une période maximale de deux ans. Une charge de travail normale comprend un enseignement aux trois cycles d'études, la supervision d'étudiants, la direction scientifique de recherche scientifique et une participation au fonctionnement de l'institution. Conditions salariales et fringe benefits très intéressantes. La date d'entrée en fonction pourrait être à l'été 1988. Les candidats doivent faire parvenir le plus tôt possible un curriculum vitae et un dossier académique complet lorsque pertinent et les noms et adresses de trois personnes pouvant fournir une recommandation le cas échéant, à l'adresse suivante: Professeur Maicel Boyer, directeur, Département de Sciences économiques, C.P. 6128, succursale C.P. 6128, Montréal, Québec, Canada, H3C 3J7. (Ces postes sont sujets à approbation budgétaire. Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents du Canada.)

UNIVERSITY OF MAINE. Department of Economics. Canadian Studies Program 1988 - 1989. The Department of Economics is seeking a specialist in U.S.-Canada economic relations for a tenure track appointment at the assistant professor level. The Department will also consider a visiting appointment for a scholar with an established research record. The appointee will teach an intermediate level course in the Canadian economy and will be expected to pursue a research program pertaining to the relationship between the Canadian and the U.S. economies. Candidates must be familiar with the Canadian economy and economic policies. Responsibilities also include teaching other undergraduate and graduate courses. The position has a reduced teaching load (three courses per year) to permit the appointee to participate in the research and service programs of the Canadian American Center.

ECONOMICS

UNIVERSITY OF VICTORIA. Department of Economics. Applications are invited to fill a regular full-time (tenure-track) Assistant Professor position effective July 1, 1988. Candidates should hold, or have almost completed, a Ph.D. in Economics with economic history as a principal field. The teaching responsibilities are primarily in Canadian and European economic history. Canadian immigration regulations now require the University to consider applications from Canadian citizens and permanent residents of Canada before considering applications from other persons. Please send applications, including curriculum vitae and the names of three referees to: Dr. R.V. Clements, Chairman, Search Committee, Department of Economics, University of Victoria, P.O. Box 1700, Victoria, B.C., V8W 2Y2, Canada. Closing date for completed applications (including letters from referees) is December 31, 1987. The University of Victoria offers equal employment opportunities to qualified male and female applicants.

WILFRID LAURIER UNIVERSITY. Department of Economics. Sabbatical replacement position for 1988-89. Ph.D. preferably with some teaching experience. Duties include teaching at the undergraduate level and research. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Curriculum vitae and names of three referees should be sent to Dr. Frank Milleid, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

UNIVERSITY OF ALBERTA. Economics. The University of Alberta, Department of Economics, has an opening for a tenure-track appointment in the area of Asia-Pacific economics, commencing July 1, 1988. Rank is assistant professor, 1987 annual salary floor is $31,612. Ph.D. and relevant teaching and research experience are both important. Position is open to the best candidate available with knowledge and teaching/research interests in (a) Chinese Economic Development, (b) Japanese Economic Development, (c) Canadian Economic Relations with the Pacific Rim, and/or (d) International development economics as they pertain to the Asia-Pacific region. The University of Alberta is committed to the principle of equity in employment, but, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Send applications including complete curriculum vitae, graduate transcripts, and names of three references to Dr. Melville L. McMillan, Chairman, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by December 31, 1987.

UNIVERSITE DE MONTREAL. Département des Sciences Economiques. Postes de Professeur titulaire, agrégé ou adjoint, agrégé ou titulaire). Le département des Sciences économiques de l'Université de Montréal est à la recherche de candidats à des postes de professeur, à plein temps au rang d'adjoint, d'agrégé ou de titulaire. Les candidats à ces postes doivent avoir complété un Ph.D. en Sciences économiques (ou sur le point de compléter un Ph.D. en Sciences économiques) ou faire état d'une formation équivalente et avoir fait la preuve d'aptitudes à l'enseignement universitaire et à la recherche scientifique. Le champ de spécialisation en Sciences économiques est ouvert mais un excellent candidat sera considéré sérieusement. Les candidats à des postes de professeur agrégé ou titulaire doivent être des enseignants de premier ordre et des universitaires de réputation internationale. Ces postes sont des postes de carrière et comportent la pleine track). Une nomination au rang de professeur agrégé ou titulaire peut être faite avec ou sans permanence (contrat minimal de cinq ans). Le candidat ou la candidat qui n'a pas complété son Ph.d. au moment de son entrée en fonction sera nommé chargé d'enseignement pour une période maximale de deux ans. Une charge de travail normale comprend un enseignement aux trois cycles d'études, la supervision d'étudiants, la direction scientifique de recherche scientifique et une participation au fonctionnement de l'institution. Conditions salariales et fringe benefits très intéressantes. La date d'entrée en fonction pourrait être à l'été 1988. Les candidats doivent faire parvenir le plus tôt possible un curriculum vitae et un dossier académique complet lorsque pertinent et les noms et adresses de trois personnes pouvant fournir une recommandation le cas échéant, à l'adresse suivante: Professeur Maicel Boyer, directeur, Département de Sciences économiques, C.P. 6128, succursale C.P. 6128, Montréal, Québec, Canada, H3C 3J7. (Ces postes sont sujets à approbation budgétaire. Conformément aux exigences de l'immigration canadienne, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents du Canada.)

DRAMA

UNIVERSITY OF ALBERTA. Department of Drama. Position in Acting, Directing and Improvisational Theatre. The University of Alberta Department of Drama requires a full-time faculty member in teaching, acting, directing and improvisational theatre. The position involves the teaching of directing at the undergraduate and graduate levels, the teaching of acting and improvisational theatre in both the B.A. and B.F.A. (Acting) programs. The candidate should have a minimum experience in all three areas. The Department is the oldest Department of Drama in Canada, and offers a variety of programs including professional graduate programs in Directing, Design and Playwriting; a professional conservatory undergraduate program in Acting; and a B.A. liberal arts program with course work in Collective Theatre. Rank: Assistant Professor. Salary $31,612 - $33,900 (1987-88 scale). Appointment to take effect: July 1, 1988. Deadline for receipt of applications: October 30, 1987. Applications with curriculum vitae, official transcripts of any applicable graduate work, and three confidential letters of reference should be sent directly to: Professor Gail Harris, Chairman, Department of Drama, 3-146 Fine Arts Centre, University of Alberta, Edmonton, Alberta, T6G 2C9. The University of Alberta is committed to the principle of equity in employment, but, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Deadline for receipt of applications is December 1, 1987. Apply to: Professor R.G. Stanton, Head, Department of Computer Science, University of

EDUCATION

UNIVERSITY OF WINNIPEG. Education. The Faculty of Education at the University of Winnipeg invites applications for a two-year term position at the Assistant Professor level in its TESL B.Ed. program. Candidates must have a Ph.D. completed or be near completion, or possess other suitable and equivalent qualifications. Duties include developing and teaching courses in the areas of TESL methodology, second language acquisition and development, and their assessment and diagnosis. The successful applicant will also be required to supervise student teaching practica. Duties will commence January 1, 1988 or as soon thereafter as possible. Send full curriculum vitae and names of three references to Dr. Annabelle Mays, Director of Education, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba R3T 2E9. Applications will be accepted until the position is filled in accordance with immigration regulations. Applications from Canadian citizens and landed immigrants will be given preference.

UNIVERSITY OF ALBERTA. Department of Elementary Education. Science Education. Applications are invited for a Science Education position in the Department of Elementary Education at the assistant professor level ($31,612 - $45,340 per annum, under review). Date of appointment July 1, 1988. Duties will include undergraduate and graduate teaching in science education, development of general teaching skills through course work and practicum supervision as well as graduate thesis supervision. The successful candidate will be expected to be involved in the preservice education of teachers for elementary schools and to be actively committed to research. Both a doctorate (or near completion) and teacher certification are required. The University of Alberta is committed to the principle of equity in employment but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for accepting applications is January 31, 1988. Applications including a current curriculum vitae and names of three referees should be sent to Dr. Warren D. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G5.

UNIVERSITY OF ALBERTA. Department of Elementary Education. Tenure-Track Teaching Position — Mathematics Education. Applications are invited for a Mathematics Education position in the Department of Elementary Education at the assistant professor level (salary floor $31,612 per annum, under review). Date of appointment July 1, 1988 (negotiable). July 1, 1988. Duties will include undergraduate and graduate teaching in mathematics education, involvement in courses concerned with general teaching skills, practicum supervision and graduate thesis supervision. A strong commitment to research is necessary. Doctorate (or near completion) and teacher certification are required. The University of Alberta is committed to the principle of equity in employment. Closing date is January 31, 1988. Applications including a current curriculum vitae and names of referees should be sent to Dr. Warren D. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T5G 2G5

UNIVERSITY OF ALBERTA. Department of Elementary Education. Tenure-Track Teaching Position — Childhood Education. Applications are invited for an Early Childhood Education position in the Department of Elementary Education at the assistant professor level (salary floor $31,612 per annum, under review). Date of appointment (budget permitting) July 1, 1988 (negotiable). Duties will include graduate and graduate teaching in curriculum and instruction courses in early childhood education, involvement in courses concerned with general teaching skills, practicum supervision and graduate thesis supervision. A strong commitment to research is necessary. Expertise in another area of elementary school instruction will be an asset. Doctorate (or near completion) and teacher certification required. In addition the candidate should have teaching experience relevant to early childhood education. The University of Alberta is committed to the principle of equity in employment. Closing date is January 31, 1988. Applications including a current curriculum vitae and names of referees should be sent to Dr. Warren D. Wilde, Chairman, Department of Elementary Education, The University of Alberta, Edmonton, Alberta, Canada, T5G 2G5.

UNIVERSITE LAVAL. Faculté des Sciences de l'éducation. Département d'Administration et politique scolaires. Rang: Adjoint, agrégé ou titulaire Domaine: Administration et gestion de l'éducation notamment la gestion pédagogique des ressources humaines et supervision. Une connaissance approfondie du système scolaire du Québec est indispensable. Fonctions: Enseignement aux trois cycles, recherche, et autres fonctions universitaires dans un département plurifacultaire. Exigences: Doctorat (Ph.D.) ou l'équivalent. Entrée en Fonction: le janvier 1988 ou le juin 1988. Faire parvenir votre Curriculum Vitae au plus tard le dimanche le novembre 1987 à: Pierre W. Bélanger, Directeur, Département d'Administration et politique scolaires, Faculté des Sciences de l'éducation, Université Laval, Québec, G1K 7P4.

ENGINEERING

McGILL UNIVERSITY. BRACE RESEARCH INSTITUTE. Department of Chemical Engineering. Applications are invited to fill a tenure-track position at the Assistant Professor level. The successful candidate will participate in the Department of Chemical Engineering and will carry out research in areas related to the development of novel, innovative, small scale, energy efficient, economic techniques for water desalination, treatment, and purification. Emphasis will be placed on technology that would contribute to the development of rural, arid areas. Selected research will be funded from the Brace Bequest, but the candidate will be expected to develop funding from government and private agencies. The Brace Research Institute has recently helped the Department of Chemical Engineering. The appointment can commence any time after January 1, 1988. Applications, including curriculum vitae, list of references, and research interests, should be sent to Professor M.R. Kamal, Director, Brace Research Institute, Department of Chemical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7, (514) 398-4262. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. However, all well-qualified candidates are encouraged to apply and will be given serious consideration.

McGILL UNIVERSITY. Department of Chemical Engineering. Applications are invited to fill a tenure-track position at the Assistant Professor level. The successful candidate will have a strong background in mathematical, numerical and computer techniques and their application to chemical engineering. Interest and/or experience in applications involving polymer processing would be an asset. The successful candidate will teach and carry out research in the Department of Chemical Engineering. The appointment can commence any time after January 1, 1988. Applications, including curriculum vitae, list of references and research interests, should be sent to Professor M.R. Kamal, Director, Department of Chemical Engineering, McGill University, 3480 University Street, Montreal, Quebec, H3A 2A7, (514) 398-4262. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. However, all well-qualified candidates are encouraged to apply and will be given serious consideration.

QUEEN'S UNIVERSITY AT KINGSTON. Department of Electrical Engineering. Applications are invited for two new tenure-track positions at the Assistant, or possibly Associate, Professor level. Duties include undergraduate and graduate teaching, establishment of a significant research program, graduate thesis supervision, and participation in the usual Departmental administrative affairs. The Department has 300 undergraduates apportioned equally between the Electrical and Computer Engineering Options, and 95 post graduate students in the M.Sc. and Ph.D. programs. Currently there are 20 full-time Faculty members and several adjunct instructors. Applicants must have a Ph.D. Rank and salary are commensurate with qualifications and experience. Candidates of both sexes are equally encouraged to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Send a detailed career summary with names and addresses of three referees to Dr. G.J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: O-13-87.

THE UNIVERSITY OF AUCKLAND, NEW ZEALAND. The University Council invites applications for a Postdoctoral Fellowship: Department of Mechanical Engineering. Applications are invited for this two-year Fellowship, on a project entitled "Biomechanics of Joint Tissues". The project will examine the mechanisms of deformation and modes of structural failure of cartilage on bone composite systems in diarthrodial articular joints. Aims are to (a) determine the biomechanical principles by which this tissue system can withstand diverse range of mechanical forces, and (b) investigate the potential of mechanical overload or trauma to induce structural damage. PTFE will be supported by a battery of experimental techniques and theoretical stress-analysis to carry out the proposed studies. It will be necessary to develop a sound theoretical understanding of the physical properties of the various components comprising the cartilage-bone system. A contract-based method of testing interaction between two materially disjoined bodies representing the articular joint, to take into account dynamic loading effects, will also be developed. Salary will be $NZ32,000 per annum, and a return economy class airfare will be provided. Further information may be obtained from Dr. N.D. Broom, Department of Mechanical Engineering. Conditions of Appointment and Application Forms are available from the Assistant Registrar (Academic Appointments), University of Auckland, Private Bag, Auckland, New Zealand.

UNIVERSITY OF MANITOBA. Faculty of Engineering. Industrial Research Chairs in Communication Systems. Applications are invited for a Senior tenured appointment as Industrial Research

Professor in Communication Systems. The Chair has been established through a 5 year funding from the Natural Sciences and Engineering Research Council in collaboration with industrial sponsors. The Chairholder is expected to take the lead in developing a research program in communications systems, in particular, computer communications. Candidates must have an international status in communication systems engineering and are expected to interact in the research and development fields with Manitoba Telephone System, Northern Telecom Limited and Industries. The Chairholder is expected to attract significant research contracts from industry to augment the substantial funding for equipment, research staff, and operating expenses which are available, in addition to those obtained through normal grant application procedures. The applicant should have a Ph.D. degree and at least 5 years of industrial research experience or equivalent education and experience. The Chair is primarily a research position, and as such teaching loads will be light with the emphasis on graduate student teaching and research. Since the agreement also includes a Junior Research Chair position, the applicant is expected to participate in the selection of the Junior candidate for the Assistant Professor level. Both women and men are encouraged to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The appointment is to take place July 1, 1988. Applications and/or nominations should be submitted prior to 31 December 1987 to: L. Shafai, Head, Electrical Engineering Department, University of Manitoba, Winnipeg, Manitoba R3T 2N2

UNIVERSITY OF WATERLOO. Department of Civil Engineering. Applications are being accepted for the position of Assistant Professor. A substantial number of replacements of existing faculty members, due to retirements, is expected over the next decade. Applications are invited for the first two new appointments. Priority areas for these new appointments will be in water engineering, with experience in remote sensing and image analysis; materials, with a strong interest in one or more of mechanics of materials, building science, construction materials or biomechanics; and construction management or technologies. The overriding requirement for a successful candidate will be basic capabilities and versatility plus the perspective and adaptability he or she can bring to bear on the challenges facing civil engineering teaching and research over the next few decades. Qualified candidates, with a PhD or equivalent plus eligibility for professional registration, should submit a summary of their views on these requirements together with a detailed curriculum vitae and names of at least three referees by October 30, 1987 to Dr. Ralph Haas, Chairman, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Mechanical Engineering. Applications are being sought for a tenure-track position in the area of Machine Design and Solid Body Mechanics. Excellence will be required to teach in the area of Experimental Mechanics is desired. Candidates with research interests in machine design, product development, experimental design, experimental mechanics, data acquisition, fatigue and fracture testing, computer aided experimental mechanisms and mechanical testing should apply. Applicants should hold a Ph.D., and industrial experience would be an asset. Salary rank for this position will be commensurate with experience and qualifications. A detailed curriculum vitae, with a statement of teaching experience and research interests, and the names of three referees should be sent to: Professor H.W. Kerr, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Department of Electrical Engineering. The Department of Electrical Engineering at the University of Waterloo is seeking candidates for appointment to tenure track faculty positions. Applications are invited in all branches of electrical engineering but preference will be given to persons specializing in the areas: circuits and systems, communications, control systems/robotics, microwave integrated circuits, energy systems, and VLSI design. The level of the appointments and salary will be commensurate with the qualifications of the candidate. The candidate must have a doctoral degree and a strong commitment to research and teaching. The University of Waterloo has a policy of preferring recent Ph.D.'s for appointment to tenure track positions, normally to rank of Assistant Professor. Candidates should send their resumé to: Dr. Ian F. Blake, Chairman, Faculty Search Committee, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for a tenure-track position in the area of Solid Mechanics & Machine Design. The successful candidate will be expected to teach, help set up laboratories, and carry out research in Computer-Aided Design, Kinematics and Dynamics of Machinery, Machine Design, and/or Design for Manufacturing. Highly qualified applicants in related areas such as Solid Mechanics will also be considered. Applicants should hold a Ph.D. Previous teaching, industrial and experimental experience is desirable. Applications should be sent, along with the names of three referees, to Professor W.W. Koo, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ont., N2L 3G1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. This advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome.

ENGLISH

UNIVERSITY OF OTTAWA. Department of English. Applications are invited for a tenure-track Assistant Professorship in 16th/17th Century Literature (special interest in Shakespeare, and in 17th Century non-Miltonic, would be advantageous) effective July 1, 1988. Candidates must have a Ph.D. Deadline January 8, 1988 In given in accordance with Canadian immigration requirements. This appointment is to take place July 1, 1988. Applications and/or nominations should be submitted prior to 31 December 1987 to: L. Shafai, Head, Electrical Engineering Department, University of Manitoba, Winnipeg, Manitoba R3T 2N2

UNIVERSITY OF WATERLOO. Department of Civil Engineering. Applications are being accepted for the position of Assistant Professor. A substantial number of replacements of existing faculty members, due to retirements, is expected over the next decade. Applications are invited for the first two new appointments. Priority areas for these new appointments will be in water engineering, with experience in remote sensing and image analysis; materials, with a strong interest in one or more of mechanics of materials, building science, construction materials or biomechanics; and construction management or technologies. The overriding requirement for a successful candidate will be basic capabilities and versatility plus the perspective and adaptability he or she can bring to bear on the challenges facing civil engineering teaching and research over the next few decades. Qualified candidates, with a PhD or equivalent plus eligibility for professional registration, should submit a summary of their views on these requirements together with a detailed curriculum vitae and names of at least three referees by October 30, 1987 to Dr. Ralph Haas, Chairman, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications from women candidates are particularly welcome.

UNIVERSITY OF WATERLOO. Mechanical Engineering. Applications are being sought for a tenure-track position in the area of Machine Design and Solid Body Mechanics. Excellence will be required to teach in the area of Experimental Mechanics is desired. Candidates with research interests in machine design, product development, experimental design, experimental mechanics, data acquisition, fatigue and fracture testing, computer aided experimental mechanisms and mechanical testing should apply. Applicants should hold a Ph.D., and industrial experience would be an asset. Salary rank for this position will be commensurate with experience and qualifications. A detailed curriculum vitae, with a statement of teaching experience and research interests, and the names of three referees should be sent to: Professor H.W. Kerr, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D. graduates appointed as Assistant Professors wherever possible. Applications from women candidates are particularly welcome.

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UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for a tenure-track position in the area of Solid Mechanics & Machine Design. The successful candidate will be expected to teach, help set up laboratories, and carry out research in Computer-Aided Design, Kinematics and Dynamics of Machinery, Machine Design, and/or Design for Manufacturing. Highly qualified applicants in related areas such as Solid Mechanics will also be considered. Applicants should hold a Ph.D. Previous teaching, industrial and experimental experience is desirable. Applications should be sent, along with the names of three referees, to Professor W.W. Koo, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ont., N2L 3G1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. This advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF OTTAWA. Department of English. Applications are invited for a tenure-track Assistant or Associate Professorship in Nineteenth-Century American Literature (American Renaissance preferred) effective, July 1, 1988. Candidates should have a Ph.D Deadline January 8, 1988 is given. Representative publications, and have three letters of reference forwarded to: Frank M. Tierney, Chairman, Department of English, University of Ottawa, Ottawa, Canada K1N 6N5

UNIVERSITY OF TORONTO. Dictionary of Old English. The Dictionary of Old English invites applications for an editor. The appointment is as Research Associate (an academic rank) for a term of three years, possibly funding. The position involves full-time research in writing entries for the Dictionary of Old English. Candidates must have a Ph.D. or equivalent thesis degree in Old English language and literature, with a concentration in Old English philology. A wide-ranging knowledge of the Old English corpus is required, and a solid background in Latin and the cognate Germanic languages is essential. Interest in linguistics, and in the use of the computer for lexicographical work would be assets. Candidates should have a record of high-quality accomplishment and promise, and a demonstrated ability to work with others on a team project; they should take pleasure in detailed, meticulous work. The University offers an excellent benefits package, generous holidays throughout the year, and a month of paid vacation. The starting salary will be at the 1988-1989 floor for an assistant professor, $30,000 Canadian, or above, depending on experience. The starting date is July 1, 1988. Applications, accompanied by a full curriculum vitae and three letters of reference should be sent by January 15, 1988 to: Editors, Dictionary of Old English, Room 14285, Robarts Research Library, University of Toronto, Toronto, Ontario, M5S 1A1 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should note a Ph.D. Previous teaching, industrial and experimental experience is desirable. Applications should be sent, along with the names of three referees, to Professor H.W. Kerr, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. This advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome.

UNIVERSITY OF TORONTO. Department of English. Applications are being accepted from persons for the position of Assistant Professor level (special interest in Shakespeare, and in 17th Century non-Miltonic, would be advantageous) effective July 1, 1988. Candidates must have a Ph.D. Deadline January 8, 1988 In given in accordance with Canadian immigration requirements. This appointment is to take place July 1, 1988. Applications and/or nominations should be submitted prior to 31 December 1987 to: L. Shafai, Head, Electrical Engineering Department, University of Manitoba, Winnipeg, Manitoba R3T 2N2

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ENGLISH

UNIVERSITY OF OTTAWA. Department of English. Applications are invited for a tenure-track Assistant Professorship in Modern British Literature with emphasis in late 19th and in 20th Century poetry (interest in drama would be advantageous) effective July 1, 1988. Candidates must have a Ph.D. and should not hold a tenured position in a university. The University is particularly interested in attracting women candidates. Deadline January 8, 1988. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Send curriculum vitae, representative publications, and have three letters of reference forwarded to: Professor Frank M. Tierney, Chairman, Department of English, University of Ottawa, Ottawa, Canada, K1N 6N5

UNIVERSITY OF TORONTO. Department of English. Applications are being accepted from persons for the position of Assistant Professor level (budget permitting) The Ph.D. is required. Duties consist of courses and undergraduate teaching (applicants must demonstrate clear strength in both). Current base salary — Assistant Professor — $30,000.00 Send application c.v., and one writing sample (no more than 25 pages) to Professor R. W Van Fossen, Chairman, Department of English—Box B, University of Toronto, Toronto, Ont., M5S 1A1 Have 3 letters of reference, or dossier, sent directly to department as soon as possible. The appointment commences 1 July 1988. Applications arriving after 16 November may be too late in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both men and women to apply for positions.

FOOD SCIENCE

ACADIA UNIVERSITY. Department of Food Science. Applications are invited for the position of Head, Department of Food Science, Acadia University, effective July 1, 1988. The Department, which will begin operation in September of 1987, initially will offer the Bachelor of Science programme in Food Science. It is planned that the Department will grow by 1992 to comprise six professors, two technicians, and a secretary. Students and staff will have access to one of the finest pilot plants in Canada, and will live and work in a thriving agricultural community. The new Head will play a key role in the hiring of staff and the development of the Department's programme and reputation. The successful candidate will have a doctorate in Food Science and a well-established record of teaching and research. Some administrative experience would be an advantage but is not essential. This is a tenure-track appointment. Applications, supported by three letters of reference, and post-marked no later than January 15, 1988, should be addressed to: Dr. T.L. Pearson, Dean, Faculty of Pure and Applied Science, Acadia University, Wolfville, Nova Scotia, B0P 1X0. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Wakefloo to fill its vacancies with assistant professors, wherever possible. Applications from women candidates are particularly welcome.

ENGLISH

UNIVERSITY OF OTTAWA. Department of English. Applications are invited for a tenure-track Assistant or Associate Professorship in Nineteenth-Century American Literature (American Renaissance preferred) effective, July 1, 1988. Candidates should have a Ph.D Deadline January 8, 1988 is given. Representative publications, and have three letters of reference forwarded to: Professor Frank M. Tierney, Chairman, Department of English, University of Ottawa, Ottawa, Canada K1N 6N5

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FRENCH

BROCK UNIVERSITY. Mise en concours d'un poste de chargé. Le Département de français, d'Italien et d'espagnol est à la recherche d'un chargé de cours ou d'un professeur adjoint pour une période de neuf mois (du 1 septembre 1988 au 31 mai 1989) avec possibilité de renouvellement, pour enseigner des cours de langues et littérature au niveau de la première et de la deuxième année. Exigences: Excellentes connaissances du français. Expérience dans l'enseignement du français langue seconde. Le(la) candidat(e) doit posséder au moins la maîtrise. Salaire: Selon les qualifications. Veuillez noter que seule candidature aussitôt que possible à: Dr. Léonard Rosmarin, Chairperson, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario, L2S 3A1. Conformément aux exigences des lois sur l'immigration, cette annonce s'adresse d'abord aux citoyens et aux résidents canadiens.

BROCK UNIVERSITY. Mise en concours de deux postes temporaires. Le Département de français, d'Italien et d'espagnol est à la recherche de deux chargés de cours pour une période de 5 mois (du 1 février au 31 mai 1988) pour enseigner des cours de langue et de littérature françaises au niveau des première et deuxième années. Exigences: Excellentes connaissances du français. Expérience dans l'enseignement du français langue seconde. Maîtrise en main. Salaire: Selon les qualifications. Veuillez adresser toute candidature aussitôt que possible à: Dr. Léonard Rosmarin, Chairperson, Department of French, Italian and Spanish, Brock University, St. Catharines, Ontario, L2S 3A1. Conformément aux exigences des lois sur l'immigration, cette annonce s'adresse en premier lieu aux citoyens et aux résidents canadiens.

GEOGRAPHY

McGILL UNIVERSITY. Geography. The Department of Geography expects to hire, over the next years, up to five physical geographers, with two Assistant Professors, three-year contract, tenure-track appointing on or before 1 August 1988. Ph.D. essential, with specialized competence, ingenuity and a passion for field research. Starting salary $25500 CS, dependance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Apply curriculum vitae and names of three referees) to Chairman, Department of Geography, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, by 1 December 1987 Inquiries tel. 514-398-4112.

GEOLOGY

THE AUSTRALIAN NATIONAL UNIVERSITY. Applications are invited for appointment to the position of Postdoctoral Fellow/Research Fellow/Senior Research Fellow (Geomorphology/Marine Geology) North Australia Research Unit, Darwin, Northern Territory. To conduct Marine Geomorphological research in nearshore and coastal processes and sedimentary history of the Timor and Arafoura region, Northern Territory, Australia. Qualifications: Preferably postdoctoral experience in marine processes and sedimentology, and interests in coordinating with biologic and other research in the area. Post: Full-time research position, available in all areas, for a tenure-steam position in English, in the Assistant Professor level (budget permitting) The Ph.D. is required. Duties consist of courses and undergraduate teaching (applicants must demonstrate clear strength in both). Current base salary — Assistant Professor — $30,000.00 Send application c.v., and one writing sample (no more than 25 pages) to Professor R. W Van Fossen, Chairman, Department of English—Box B, University of Toronto, Toronto, Ont., M5S 1A1 Have 3 letters of reference, or dossier, sent directly to department as soon as possible. The appointment commences 1 July 1988. Applications arriving after 16 November may be too late in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both men and women to apply for positions. Salary: Australian Postdoctoral Fellow $A28,381 - A$37,122 p.a.; Research Fellow $A28,381 - A$37,122 p.a.; Postdoctoral Fellow Grade 1 (fixed point) A$24,535 - A$28,028 p.a.; Research Fellow/Research Fellow up to three years, possibility of extension to five years; Postdoctoral Fellow normally two years, possibility of extension to three years. Applications should be submitted in duplicate to the Registrar. The Australian National University, GPO Box A, Canberra ACT 2601, Australia, quoting reference number and including curriculum vitae, list of publications and names of at least three referees. The University reserves the right not to make an appointment or to appoint by invitation at any time. Further information is available from the Registrar. The University is an equal opportunity employer.

UNIVERSITY OF OTTAWA. Geology. The Department of Geology invites applications for a one or two-year replacement position at the assistant professor level starting July 1, 1988, with the latter possibility of a tenure-track appointment. The ideal candidate will have a geochemical background with specialization in stable isotopes. He or she will be expected to participate in research projects and teach undergraduate and graduate courses in related fields. The Department and the Ottawa-Carleton Geoscience Centre offer excellent research facilities with the opportunity to interact with a large geoscience community in the Ottawa region. In accordance with Canadian immigration and Employment regulations this notice is directed in the first instance to Canadian citizens and permanent residents. A knowledge of French and English is an asset. Applicants should send résumé and the names of three referees to Dr. W.K. Fyson, Chairman, Department of Geology, University of Ottawa, Ottawa, Ontario, K1N 6N5.

UNIVERSITY OF ALBERTA. Research Associate/Research Facility Manager to work with Canadian USSA-2000 high pressure apparatus (30 GPa, 3000 degrees C). Ph.D. or equivalent experience required in mantle petrology, geochemistry or mineral physics at high pressures. Appointment initially for 2 years with possibility of renewal for a further term; salary in the range of $25,000 - $30,000/annum. Send resume to C.M Scarfe, Experimental Petrology Laboratory, Department of Geology, University of Alberta, Edmonton, Canada. T6G 2E3. (tel: 403-432-2740) by November 15, 1987. The University of Alberta is committed to the principle of equity in employment and, in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

GERONTOLOGY

McMASTER UNIVERSITY. Gerontology. McMaster University is offering a 3-year B.A. in "Gerontology and Another Subject" as from September 1988. Beginning In 1987. A contractually limited appointment will be made In Gerontology at the Assistant Professor level, commencing January 1, 1988 or July 1, 1988 for 2 1/2 years. Salary commensurate with qualifications and experience. Candidates in social psychology, physical education, and religious studies are encouraged to apply. The successful candidate must qualify for appointment in one of the departments of the Faculty of Social Sciences. The normal teaching load will be divided between Gerontology and the Department or School to which he/she is appointed. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send a curriculum vitae and the names of three referees to Professor Kinanen, Chairman of the Committee of Instruction, Office of Gerontological Studies, McMaster University, Hamilton, Ontario, L8S 4K1. Applications will be accepted until October 31, 1987

HISTORY

UNIVERSITY OF SASKATCHEWAN. History. The Department of History, University of Saskatchewan, invites application for a tenure track position in nineteenth or twentieth century United States history, at the rank of assistant professor, to begin July 1, 1988. PhD, teaching experience and publications desirable Salary commensurate with qualifications. This position is subject to budgetary approval. Applicants should send curriculum vitae, and have three letters of recommendation sent to Christopher Kent, Head, Department of History, University of Saskatchewan, Saskaloon, Sask . S7N 0W0. The closing date for application is January 1, 1988 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HOME ECONOMICS

MOUNT SAINT VINCENT UNIVERSITY. Home Economics. Mount Saint Vincent University, Department of Home Economics invites applications for a full-time, tenure track position in Family Studies. The department offers bachelor and masters degrees in Home Economics. Qualifications: PhD in Home Economics or Family Studies, familiarity with family theory and research in family studies and family economics. Rank and Salary: In accordance with qualifications and experience. Appointment: for January 1, 1988. In accordance with Canadian immigration requirements, consideration in the first instance will only be given to Canadian citizens and permanent residents of Canada and female with transcripts and names of three referees to: Dr. Susan Clark, Dean of Human and Professional Development, Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6

HUMANITIES

YORK UNIVERSITY. Faculty of Arts. Division of Humanities. A contractually-limited appointment for two years in the area of Japanese Studies, to commence July 1, 1988 or thereafter, subject to budgetary approval by the University Prospective candidates should have credentials in any of the following areas (1) Modern Japanese literature and popular culture, (2) Japanese film and/or theatre, (3) Japanese mythology and/or gender studies. Applicants should have the appropriate scholarly strengths to teach upper-level courses within the field of Japanese Studies and, more broadly, in interdisciplinary courses from first to fourth year The duties may include teaching in the Faculty of Graduate Studies, and will require the development of a program of productive research. A Ph.D or equivalent is required. Rank and salary will depend on qualifications and experience. A letter of application with curriculum vitae and names of three referees should be sent to: Professor William Whitla, Chair, Division of Humanities, York University, North York, Ontario, M3J 1P3. Deadline for applications is November 30, 1987. York University is implementing a policy of employment equity Qualified women and men are invited to apply In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Division of Humanities. A tenure-track appointment at the Assistant Professor level in Literature and Culture, to commence July 1, 1988. This appointment is subject to budgetary approval by the University Prospective candidates should have special competence in Children's literature and/or Fantasy Literature. Applicants should have the appropriate scholarly strengths to teach upper-level courses within the field of Literature and Culture and, more broadly, in interdisciplinary courses from first to fourth year. The duties may include teaching in the Faculty of Graduate Studies, and will require the development of a program of productive research. A Ph.D or equivalent is required. Rank and salary will depend on qualifications and experience. A letter of application with curriculum vitae and names of three referees should be sent to: Professor William Whitla, Chair, Division of Humanities, York University, North York, Ontario, M3J 1P3 Deadline for applications is November 30, 1987 York University is implementing a policy of employment equity. Qualified women and men are invited to apply In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

JAPANESE

UNIVERSITY OF VICTORIA. Japanese Language. The University intends to make a tenure track appointment in Japanese at the Assistant Professor level, to commence July 1, 1988 The successful candidate will teach undergraduate courses in Japanese language and perhaps other courses, depending on his or her field of research. Applicants should hold a Ph.D. in Japanese linguistics or literature, have native or near-native fluency in Japanese, and show excellence and promise both as a language teacher and as a significant contributor to scholarly research. Salary will depend on qualifications and experience Applications, including a curriculum vitae, and three letters of reference should be sent to: B.M Young, Chair, Search Committee, Department of Pacific and Asian Studies, University of Victoria, P.O. Box 1700, Victoria, British Columbia, V8W 2Y2, Canada. Deadline for applications is January 10, 1988. Note that Canadian immigration regulations require the University to assess applications from Canadian citizens and permanent residents of Canada before assessing applications from other persons. Women are particularly encouraged to apply

LINGUISTICS

McGILL UNIVERSITY. Department of Linguistics. Assistant Professor, tenure-track, effective September 1, 1988 Qualifications. Ph.D in Linguistics with specialization in the study of 1st and 2nd language acquisition within the framework of current theory. Duties. In particular G.B., ability to teach undergraduate and graduate courses in these areas as well as a general introductory course and an intermediate-level course in at least one of the core areas, demonstrated excellence in teaching and research in the field of specialization. Research guidance and departmental responsibilities. Salary McGill scale Deadline for applications. December 31, 1987 or when filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and residents in the first instance. Send applications and supporting documents to: Chairman, Department of Linguistics, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec H3A 1G5.

LITERATURE

McGILL UNIVERSITY. Comparative Literature. Applicants are invited for a tenure-track position at the level of senior assistant (or possibly associate) professor, subject to budgetary approval. Salary in the mid or upper 30,000 CDN $ Requirements: Ph.D plus scholarly publications Fluency in English and French Major interest in literary theory Social discourse, sociohistorical semiotics, pragmatics, or cultural studies. Working in three literatures, including English or French literatures. Particular consideration given to expertise in Ibero-American, or Slavic, or Far Eastern literatures and languages. Part of the position will involve administrative work for the Program. Please send full file with both telephone numbers. Including applications, and arrange for three recommendations to be sent immediately to Prof. Markie Finlay, Comparative Literature, McGill University, Room 210, Peterson Hall, 3460 McTavish Street, Montreal DC, H3A 1X9, Canada Deadline: Dec. 1, 1987

MANAGEMENT

THE UNIVERSITY OF LETHBRIDGE. School of Management. Applications are invited for four tenure track faculty positions, available September 1, 1988, in the areas of Marketing and/or Business Strategy; Marketing and/or Agricultural Policy; and Business Enterprises and Self-Government Issues of Indian, Inuit and Metis Peoples. Qualifications: Preference will be given to those candidates with, or near completion of, a Ph.D Rank and Salary Open and competitive with other Western Canadian universities. The City Lethbridge is Alberta's third largest city and is located close to recreational areas in the Rocky Mountains. Interested individuals should contact the Director for more information. Those prepared to apply immediately should forward a resume and the names of persons who are prepared to provide references to: Dr George Lermer, Director, School of Management, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, Canada, T1K 3M4 Phone (403) 329-2533

UNIVERSITY OF TORONTO. ERINDALE CAMPUS. Faculty of Management Studies. The Faculty of Management Studies invites applications for a tenure stream position in Business Communications, to be located on the Erindale Campus, at the rank of Assistant or Associate Professor, effective July 1, 1988 Duties will include course development and teaching in the undergraduate and graduate programs and participation in the University, as well as the oversight of certain writing programmes at Erindale College. Candidates should have a Ph.D. in English, or other relevant disciplines, and a demonstrated interest and expertise in the area of Business Communications. Salary will be commensurate with qualifications Applications with curriculum vitae, covering letter stating interests and references, should be received by October 31, 1987 Send applications to Professor P Halpern, Associate Dean, Faculty of Management Studies, The University of Toronto, Erindale Campus, 3359 Mississauga Road, Mississauga, Ontario, L5L 1C6

MATHEMATICS

UNIVERSITY OF OTTAWA. Department of Mathematics. Applications are invited for a tenure-track position in mathematics or statistics at the assistant professor level starting July 1, 1988. Candidates should have a Ph.D. degree and the potential for research and effective teaching Knowledge of both in French and English is a requirement for those interested individuals should send their curriculum vitae, and arrange for three letters of reference to be sent directly to Dr M Alvo, Chairman, Department of Mathematics, University of Ottawa, Ontario, Ontario, K1N 6N5. Closing date for applications is December 14, 1987. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Department of Mathematics and Statistics. The Department of Mathematics and Statistics of McGill University is seeking to fill two tenure-track Assistant Professorships in September 1988. A further two appointments may be available for September 1988 or September 1989, but the latter two are still subject to budgetary approval. Candidates should have a

sity is an equal opportunity employer.
UNIVERSITY OF ALBERTA. Department of Mathematics. Applications are invited for one tenure-track position in Optimization and/or Control at the Assistant Professor level starting July 1, 1988. Requirements are a Ph.D. and proven ability or demonstrated potential for research and teaching. Current salary range is from $31,612 (Canadian) per annum depending upon qualifications. Send vitae and arrange for three letters of reference to be sent to: Professor L. Erbe, Chairman, Department of Mathematics, University of Alberta, Edmonton, Canada, T6G 2G1. The University of Alberta is an equal opportunity employer, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for applications is November 30, 1987. Please refer to File OC-1 when responding to this advertisement.
UNIVERSITY OF TORONTO. Department of Mathematics. Applications are invited from recent Ph.D.'s for one or more positions, tenure-stream and limited term, at Erindale Campus beginning July 1, 1988. These positions which are subject to final budgetary approval, are open to all branches of pure and applied mathematics. Duties will consist of research and teaching and candidates must demonstrate clear strength in both. Applicants should send their complete curriculum vitae, together with a list of publications and arrange to have at least three recent letters of reference sent directly to: Professor D.R. Masson, Associate Chairman, Department of Mathematics, University of Toronto, Toronto, Canada M5S 1A1 To insure full consideration, applications and letters of reference should be received by January 31, 1988. The University of Toronto encourages both men and women to apply. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents.
YORK UNIVERSITY. Department of Mathematics. Applications are invited for a tenure-track position in Statistics, rank open, to commence July 1, 1988. Applicants should have a proven ability or demonstrated potential for research in Statistics and the ability to teach Applied Statistics at the undergraduate and graduate levels. One or more limited-term or tenure-track positions, rank and field open, are also anticipated, subject to university approval. Resumes and three letters of recommendation should be sent by January 1, 1988 to: Joan Wick Pelletier, Chair, Department of Mathematics, 4700 Keele Street, North York, Ontario, M3J 1P3, Canada. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada.
THE UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. The Department is looking for outstanding candidates for a tenure track Assistant Professorship in Applied Mathematics to begin 1 July 1988. For an exceptionally well-qualified candidate, this position may be upgraded to a non-tenured junior Associate Professorship. Applicants should have a demonstrated research record of high quality in applied mathematics (specifically applied analysis and/or numerical analysis) and should have a breadth of knowledge and interest in mathematics relevant to the undergraduate and graduate teaching requirements in applied mathematics in the Department. Also, applicants should have expertise in at least one of the following areas of application: fluid or solid mechanics, neurobiology, ecology, to the extent that would enable them to interact with members of other departments. It is expected that a successful candidate would become an active member of the Institute of Applied Mathematics. Preference will be given to candidates who have one or more years of post-doctoral experience. This position is subject to budgetary approval. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Dr. David Boyd, Head, Department of Mathematics, University of British Columbia, Vancouver, B.C., Canada, V6T 1Y4. Applications must be received before December 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MEDICINE

UNIVERSITY OF SASKATCHEWAN. Department of Social and Preventive Medicine. The University of Saskatchewan invites applications for a tenured position with rank of Assistant Professor in the Department of Social and Preventive Medicine. The successful candidate must have graduated in medicine and have specialty training in public health or community medicine. The candidate will be expected to have a specialty qualification or is equivalent. Preference will be given to persons with a Fellowship in Community Medicine from the Royal College of Physicians and Surgeons. The successful candidate must be eligible for registration with the College of Physicians and Surgeons of Saskatchewan. The successful applicant will be appointed as Associate Medical Officer of Health for City of Saskatoon and will be expected to participate in undergraduate and postgraduate teaching and in research in accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Salary range will be commensurate with qualifications and experience. Applicants should submit an up-to-date curriculum vitae and an indication of their academic interests to: Dr. Brian Hebbick, Professor and Head, Department of Social and Preventive Medicine, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0, Canada.
THE UNIVERSITY OF BRITISH COLUMBIA. Audiology. The School of Audiology and Speech Sciences, Faculty of Medicine is seeking to fill a tenure-track position at the rank of Assistant Professor to assume duties July 1, 1988. Salary Cdn. $37,000 plus benefits. The position is subject to final budgetary confirmation. The individual selected should have a Ph.D. and strong background in Clinical Audiology and Psychological Acoustics. Duties include graduate teaching in Clinical Audiology and participation in Clinical Coordination. The individual selected will be expected to have a clear understanding of the relationship between speech, language and hearing. The School offers a programme at the graduate level (M.Sc. and Ph.D.) to 40 students and has strong links with the Departments of Linguistics and Electrical Engineering. A statement of research interests together with a Curriculum Vitae, two to three current publications and the names of three referees (with addresses and office telephone numbers) should be sent to: Professor J.H.V. Gilbert, Director, School of Audiology and Speech Sciences, The University of British Columbia, 5804 Fairview Crescent, Vancouver, B.C., Canada, V6T 1W5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. The University of British Columbia encourages both men and women to apply for positions.
THE UNIVERSITY OF MANITOBA. Assistant/Associate Professor of Medical Microbiology. The Department of Medical Microbiology will consider applications for a probationary (tenure track) appointment at the rank of Assistant/Associate Professor beginning July 1, 1988. Applicants should hold the Ph.D. or M.D. degree or both and should have research experience and a publication record in an area of Molecular Biology. Successful applicants will be expected to devote at least 75% of their time to research, but will also be expected to contribute to the teaching program at the undergraduate and graduate level on consultation with the Head, and to supervise the training of graduate students in the M.Sc. and Ph.D. degrees. Salary will be commensurate with experience and qualifications. Women and minorities are encouraged to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications consisting of a curriculum vitae, including a list of publications, an outline of current research interests, and the names and addresses of three referees should be sent to Dr. G.M. Wiseman, Professor and Acting Head, Department of Medical Microbiology, University of Manitoba, 730 William Avenue, Winnipeg, Manitoba, Canada R3E 0W3 on or before December 31, 1987.
UNIVERSITY OF MANITOBA. Molecular Biology: Hormones And Growth Factors. Individuals with a strong background in molecular biology and have a Ph.D. degree are invited to apply for Post Doctoral Fellow and/or Research Associate position in an established molecular endocrinology laboratory. Projects include the study of the structure, function and regulation of newly discovered members of the prolactin family of hormones, and pituitary growth factors. Applicants should send curriculum vitae, a brief description of their research interest, and three letters of reference to Dr. Henry G. Friesen, Department of Physiology, University of Manitoba, 770 Bannatyne Avenue, Winnipeg, Manitoba, R3E 0W3. Both men and women are encouraged to apply for positions advertised. In Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.
THE UNIVERSITY OF WESTERN ONTARIO. Chairman - Department of Anatomy. Applications are invited for the above full-time position effective July 1, 1988. The successful candidate will be responsible for the Department of Anatomy which currently includes 17 full-time and 8 part-time faculty. Leadership is required for the undergraduate and graduate teaching programs and the expanding research activities of the Department. Closing date for applications: October 30, 1987. Applications that include a curriculum vitae should be directed to: Dr. C.S.F. Vaiberg, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario N6A 5C1, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer. Position is subject to budget approval.
THE UNIVERSITY OF WESTERN ONTARIO. Chairman - Department of Biochemistry. Applications are invited for the above full-time position effective July 1, 1988. The successful candidate will be responsible for the Department of Biochemistry which currently includes 26 full-time and 12 part-time faculty. Leadership is required for the undergraduate and graduate teaching programs and the extensive research activities of the Department. Closing date for applications: October 30, 1987. Applications that include a curriculum vitae should be directed to: Dr. L.S. Valberg, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario, N6A 5C1, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer. Position is subject to budget approval.
THE UNIVERSITY OF WESTERN ONTARIO. Chairman - Department of Anaesthesia. Applications are invited for the above full-time position effective July 1, 1988. The successful candidate will be responsible for the Department of Anaesthesia which currently includes 17 CFT faculty and supporting staff. Affiliated with London's three affiliated Teaching Hospitals. Leadership is required for the teaching, research and service activities of the Department. Closing date for applications: October 30, 1987. Applications that include a curriculum vitae should be directed to: Dr. L.S. Valberg, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario, N6A 5C1, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer. Position is subject to budget approval.
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THE UNIVERSITY OF BRITISH COLUMBIA. Audiology. The School of Audiology and Speech Sciences, Faculty of Medicine is seeking to fill a tenure track position at the rank of Assistant Professor to assume duties July 1, 1988. Salary Cdn. $37,000 plus benefits. This position is subject to final budgetary confirmation. The individual selected should have a Ph.D. and strong background in Clinical Audiology and Psychological Acoustics. Duties include graduate teaching in Clinical Audiology and participation in Clinical Coordination. The individual selected will be expected to have a clear understanding of the relationship between speech, language and hearing. The School offers a programme at the graduate level (M.Sc. and Ph.D.) to 40 students and has strong links with the Departments of Linguistics and Electrical Engineering. A statement of research interests together with a Curriculum Vitae, two to three current publications and the names of three referees (with addresses and office telephone numbers) should be sent to: Professor J.H.V. Gilbert, Director, School of Audiology and Speech Sciences, The University of British Columbia, 5804 Fairview Crescent, Vancouver, B.C., Canada, V6T 1W5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. The University of British Columbia encourages both men and women to apply for positions.
THE UNIVERSITY OF WESTERN ONTARIO. Chairman - Department of Biochemistry. Applications are invited for the above full-time position effective July 1, 1988. The successful selected will be responsible for the Department of Biochemistry which currently includes 26 full-time and 12 part-time faculty. Leadership is required for the undergraduate and graduate teaching programs and the extensive research activities of the Department. Closing date for applications: October 30, 1987. Applications that include a curriculum vitae should be directed to: Dr. L.S. Valberg, Dean, Faculty of Medicine, The University of Western Ontario, London, Ontario N6A 5C1, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. An equal opportunity employer. Position is subject to budget approval.
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THE UNIVERSITY OF BRITISH COLUMBIA. Speech Language Pathology. The School of Audiology and Speech Sciences, Faculty of Medicine is seeking to fill a tenure track position at the rank of Assistant Professor to assume duties July 1, 1988. Salary Cdn. $37,000 plus benefits. This position is subject to final budgetary confirmation. The individual selected should have a Ph.D and strong background in Speech-Language Pathology and Linguistics, preferably Clinical Linguistics. Duties include graduate teaching in Speech-Language Pathology and participation in Clinical Coordination. The individual selected will be expected to have a clear understanding of the relationship between speech, language and hearing. The School offers a programme at the graduate level (M.Sc. and Ph.D.) to 40 students and has strong links with the Departments of Linguistics and Electrical Engineering. A statement of research interests together with a Curriculum Vitae, two to three current publications and the names of three referees (with addresses and office telephone numbers) should be sent to: Professor J.H.V. Gilbert, Director, School of Audiology and Speech Sciences, The University of British Columbia, 5804 Fairview Crescent, Vancouver, B.C., Canada, V6T 1W5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and landed immigrants. The University of British Columbia encourages both men and women to apply for positions.
THE UNIVERSITY OF BRITISH COLUMBIA. Department of Mathematics. The Department is looking for outstanding candidates for a tenure track Assistant Professorship in Applied Mathematics to begin 1 July 1988. For an exceptionally well-qualified candidate, this position may be upgraded to a non-tenured junior Associate Professorship. Applicants should have a demonstrated research record of high quality in applied mathematics (specifically applied analysis and/or numerical analysis) and should have a breadth of knowledge and interest in mathematics relevant to the undergraduate and graduate teaching requirements in applied mathematics in the Department. Also, applicants should have expertise in at least one of the following areas of application: fluid or solid mechanics, neurobiology, ecology, to the extent that would enable them to interact with members of other departments. It is expected that a successful candidate would become an active member of the Institute of Applied Mathematics. Preference will be given to candidates who have one or more years of post-doctoral experience. This position is subject to budgetary approval. The salary will be commensurate with experience and research record. Applicants should send a C.V. including list of publications, statement of research and teaching interests and arrange for three letters of recommendation to be sent directly to: Dr. David Boyd, Head, Department of Mathematics, University of British Columbia, Vancouver, B.C., Canada, V6T 1Y4. Applications must be received before December 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

MICROBIOLOGY

UNIVERSITY OF SASKATCHEWAN. Several Postdoctoral and Research Associate Positions. Available immediately 1-3 year research pursuing mitomycin biosynthesis and its genetic control of insects, pests of cereal and oilseed crops using molecular biological approaches. Submit C.V., reprints, and references to: Dr. George D. Hegeman, Barrians, Professor and Director, Bioinsecticide Research Laboratory, Department of Applied Microbiology and Food Science, University of Saskatchewan, Saskatoon, Canada, S7N 0W0.

MUSIC

McGILL UNIVERSITY. Faculty of Music. 1. Tenure track appointment at the rank of Assistant or Associate Professor. 2. Doctorate in Music and/or computer science; the Department is searching for someone with substantial creative accomplishment or demonstrated potential in the application of computer technology to music. Experience in teaching knowledge of software and/or hardware is essential. 3. The position entails the design and teaching, with colleagues, of a sequence of courses, and graduate introductory course on computer applications in music through a doctoral seminar; the ability to supervise doctoral dissertations is essential. 4. Salary: according to rank, qualifications and experience. 5. Send a curriculum vitae and arrange for three letters of reference sent to Prof. D.B. Minorgan, Chairman, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, P.Q., H3A 1E3. 6. Effective: September 1, 1988. 7. Deedline: November 1, 1987. 8. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. 9. Women and minorities are encouraged to apply. 10. Duties: According to rank and qualifications, the successful candidate will be expected to participate in the Department's graduate and undergraduate programs, to supervise graduate students, to participate in the Department's administration, and to pursue an active program of research and publication. Duties will also include participation in the Faculty's programs of concerts, lectures, and workshops, and in the activities of the Faculty's Computer Music Studio. 11. Qualifications: Candidates must have a strong record of scholarship and/or creative activity, and a commitment to graduate teaching and supervision. Experience in the use of computers in music is desirable. Fluency in English and French is required. 12. Applications: Applications should be addressed to the Chairman, Department of Theory, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, P.Q., H3A 1E3, Canada. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline for submission of applications is January 1, 1988 for a starting date of July 1, 1988. Application, curriculum vitae, and the names of three references and two representative publications should be submitted to: Dr. John H.V. Gilbert, Acting Director, School of Rehabilitation Medicine, The University of British Columbia, 1-208 Third Floor - Acute Care Unit, 5.H.C.P., 2211 Wesbrook Mall, Vancouver, British Columbia, Canada, V6T 1W5. Telephone: (604) 228-7414.

PHARMACOLOGY

UNIVERSITY OF ALBERTA. Department of Pharmacology. The University of Alberta, Department of Pharmacology, is seeking applications for a tenure-track faculty position in the area of assistant professor. (Salary range $31,612 - $45,340). Applicants should have a Ph.D. in pharmacology or a related discipline and be highly qualified investigator capable for directing a strong program of independent research. They must be enthusiastic over development of teachers. The University of Alberta is committed to the principle of equity in employment. This position will be available immediately. Closing date for applications is November 30, 1987. Those interested should apply in writing enclosing a curriculum vitae, the names of at least three referees, and any other pertinent information to: Dr. D.A. Cook, Chairman, Department of Pharmacology, 9-70 Medical Sciences Building, Faculty of Medicine, University of Alberta, Edmonton, Alberta, T6G 2H7, Telephone (403) 432-3575.

PHILOSOPHY

McGILL UNIVERSITY. Department of Philosophy. The Department of Philosophy invites applications for two tenure-track assistant professor positions (3-year initial contracts), one of them possibly at the associate level, beginning Sept. 1, 1988. Ph.D. required by time of appointment. One appointment will be made in philosophy of science/cognitive science and the other in medieval philosophy. Candidates must show evidence of exceptional promise as scholars and excellence in teaching. Starting salary for assistant professors is $32,474 per annum. Teaching load: four one-semester courses per year plus normal thesis supervision and tutorials. Applicants should send dossiers including letters to Prof. G. Oliveri, Chairman, Department of Philosophy, McGill University, 855 Sherbrooke St. W., Montréal, Québec, H3A 2T7. Closing date of applications: Oct. 30 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

PHYSICAL THERAPY

UNIVERSITY OF BRITISH COLUMBIA. School of Rehabilitation Medicine. Faculty Position - Physical Therapy. Applications are invited for tenure track positions at the rank of Assistant Professor or Associate Professor (subject to final budgetary approval) in the Division of Physical Therapy at the University of British Columbia. Candidates must be eligible for membership in the Canadian Physiotherapy Association. Preference will be given to applicants with a doctoral degree and clinical experience in one or more of the following areas: Adult and Paediatric Medicine, Musculo-skeletal or Electrotherapy. Academic leadership qualities are desirable. Salary will be commensurate with qualifications and experience. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline for submission of applications is January 1, 1988 for a starting date of July 1, 1988. Application, curriculum vitae, and the names of three references and two representative publications should be submitted to: Dr. John H.V. Gilbert, Acting Director, School of Rehabilitation Medicine, The University of British Columbia, T106 Third Floor - Acute Care Unit, H.S.C.H., 2211 Wesbrook Mall, Vancouver, British Columbia, Canada, V6T 1W5. Canada; Telephone: (604) 228-7414.

PHYSICS

QUEEN'S UNIVERSITY AT KINGSTON. Department of Electrical Engineering. Applications are invited for two new tenure-track positions at the Assistant, or possibly Associate, Professor level. Duties include undergraduate and graduate teaching, establishment of a significant research program, graduate thesis supervision, and participation in the usual Departmental and University affairs. The Department has 300 undergraduates apportioned equally between the Electrical and Computer Engineering Options, and 95 post-graduate students in the M.Sc. and Ph.D. programs. Currently there are 20 full-time Faculty members and several adjunct Professors. Applicants must have a Ph.D. Rank and salary are commensurate with qualifications and experience. Candidates of both sexes are encouraged to apply. To apply in accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. A detailed career summary with names and addresses of three referees to Dr. G.J.M. Aitken, Head, Department of Electrical Engineering, Queen's University, Kingston, Ontario, K7L 3N6. Please quote reference number: Q-1387
CANADIAN INSTITUTE FOR THEORETICAL ASTROPHYSICS/ INSTITUT CANADIEN D'ASTROPHYSIQUE THEORIQUE. Research Fellowships. CITA is a national centre for theoretical astrophysics located at the University of Toronto. The Institute expects to award up to five research fellowships with a starting date of September 1, 1988. The appointments will be of two kinds: postdoctoral fellows (two-year duration) and research associates (three years renewable to five). Fellowships are open to all qualified candidates, but preference will be given to those whose research interests are in theoretical astrophysics. Applicants should have a Ph.D. or equivalent and must have demonstrated outstanding research ability. Applications should consist of a curriculum vitae, a statement of research interests, and three letters of reference. Applications should be sent to: Dr. John N. Bahcall, Director, CITA, 60 St. George Street, Toronto, Ontario, M5S 1A7, Canada. Deadline for receipt of applications: January 15, 1988. The University of Toronto encourages both men and women to apply for positions. This appointment is subject to University approval.
UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor in the Music Education Division of the Faculty of Music. Qualifications: Ph.D. or equivalent in music education with specialization in choral, instrumental, or elementary general music education; a proven research interest and capability is required. The candidate must be prepared to teach graduate and undergraduate music education courses including choral techniques, instrumental techniques, or elementary general music education, and research. Salary commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dr. Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Effective date of appointment: July 1, 1988. This appointment is subject to University approval.
UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment in Ethnomusicology at the rank of Assistant or Associate Professor in the Faculty of Music. Qualifications: Ph.D. or equivalent in ethnomusicology; teaching experience; a proven research interest and capability. The candidate must be prepared to teach undergraduate courses (possibly including courses in general music history) as well as specialized graduate courses. Salary will be commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Applications will remain open until an appointment is made. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions. This appointment is subject to University approval.
THE UNIVERSITY OF ALBERTA. Department of Music. Applications are invited for a full-time tenure-track position in Ethnomusicology at the Assistant Professor level (1987-88 salary range: $31,612.00 - $35,756.00). Applicants should hold the PhD with a specialization in ethnomusicology. Excellent strong qualifications in methodology and theory of ethnomusicology; expertise in Western musicology as well as the music of an indigenous culture and the music of Canadian ethnic communities is desirable. Fieldwork experience will be an asset. Duties will include the teaching of undergraduate and graduate courses in ethnomusicology with the strong likelihood of additional teaching responsibilities in Western musicology, thesis supervision, and the establishment of an active program of research and publication. Letter of application, curriculum vitae, and three confidential letters of reference to be sent directly to Dr. Alfred Fisher, Chairman, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada, T6G 2C9. Appointment date: July 1, 1988. Application deadline: November 1, 1987 or when position is filled. Tapes of solo performances and ensemble conducting may be requested at a later date. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.
UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment at the rank of Assistant Professor in the Music Education Division of the Faculty of Music. Qualifications: Ph.D. or equivalent in music education with specialization in choral, instrumental, or elementary general music education; a proven research interest and capability is required. The candidate must be prepared to teach graduate and undergraduate music education courses including choral techniques, instrumental techniques, or elementary general music education, and research. Salary commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Effective date of appointment: July 1, 1988. This appointment is subject to University approval.
UNIVERSITY OF TORONTO. Faculty of Music. Applications are invited for a tenure-stream appointment in Ethnomusicology at the rank of Assistant or Associate Professor in the Faculty of Music. Qualifications: Ph.D. or equivalent in ethnomusicology; teaching experience; a proven research interest and capability. The candidate must be prepared to teach undergraduate courses (possibly including courses in general music history) as well as specialized graduate courses. Salary will be commensurate with qualifications and experience. Address application with C.V. and three letters of reference to: Dean Carl Morey, Faculty of Music, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Applications will remain open until an appointment is made. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of Toronto encourages both women and men to apply for positions. This appointment is subject to University approval.
THE UNIVERSITY OF ALBERTA. Department of Music. Applications are invited for a full-time tenure-track position in Ethnomusicology at the Assistant Professor level (1987-88 salary range: $31,612.00 - $35,756.00). Applicants should hold the PhD with a specialization in ethnomusicology. Excellent strong qualifications in methodology and theory of ethnomusicology; expertise in Western musicology as well as the music of an indigenous culture and the music of Canadian ethnic communities is desirable. Fieldwork experience will be an asset. Duties will include the teaching of undergraduate and graduate courses in ethnomusicology with the strong likelihood of additional teaching responsibilities in Western musicology, thesis supervision, and the establishment of an active program of research and publication. Letter of application, curriculum vitae, and three confidential letters of reference to be sent directly to Dr. Alfred Fisher, Chairman, Department of Music, University of Alberta, 3-82 Fine Arts Building, Edmonton, Alberta, Canada, T6G 2C9. Appointment date: July 1, 1988. Application deadline: January 1, 1988 or when position is filled. The University of Alberta is committed to the principle of equity in employment, but in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

OCCUPATIONAL THERAPY

UNIVERSITY OF ALBERTA. Faculty of Rehabilitation Medicine. Applications are invited for two Assistant Professor positions in the Department of Occupational Therapy. Candidates must be eligible for registration as an Occupational Therapy as well as a Ph.D. in a related discipline, with teaching experience preferably at the graduate level. One position will be for a focus on either psychosocial dysfunction (particularly neuropsychiatric disorders and counselling), or physical dysfunction (particularly neurophysiological disorders and counselling), or physical dysfunction in relation to the elderly. Salaries are negotiable, with salaries ranging from $31,612 to $45,340. One position commences July 1988 and the other July 1989. Please send curriculum vitae and references by 15 December 1987 to: Dr. M. Piper, Dean, Faculty of Rehabilitation Medicine, University of Alberta, Corbett Hall, Edmonton, Alberta, T6G 2G4 The University of Alberta is an equal opportunity employer. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.
THE UNIVERSITY OF BRITISH COLUMBIA. School of Rehabilitation Medicine. Faculty Position - Occupational Therapy. Applications are invited for a tenure track position at the rank of Assistant Professor (subject to final budgetary approval) in the Division of Occupational Therapy at the University of British Columbia. Candidates must be eligible for membership in the Canadian Association of Occupational Therapists, have a doctoral degree and field experience related to one or more of the following areas: adult and paediatric neurology, vocational rehabilitation, ergonomics, or mental health. Academic leadership qualities desirable. Salary will be commensurate with qualifications and experience. In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Deadline for submission of applications is January 1, 1988 for a starting date of July 1, 1988. Application, curriculum vitae, and the names of three referees and two representative publications should be submitted to: Dr. John H.V. Gilbert, Acting Director, School of Rehabilitation Medicine, The University of British Columbia, T106 Third Floor - Acute Care Unit, H.S.C.H., 2211 Wesbrook Mall, Vancouver, British Columbia, Canada, V6T 1W5. Canada; Telephone: (604) 228-7414.

lows are expected to carry out original research in theoretical astrophysics under the general supervision of the permanent faculty or visitors to CITA, whose interests include cosmology, interstellar matter, nuclear and relativistic astrophysics, stellar structure, and galactic and solar system dynamics. Applicants should send a curriculum vitae and statement of research interests, and arrange for three letters of recommendation to be sent to: Prof. J. Terry Mahaffy, Director, Canadian Institute for Theoretical Astrophysics, McLennan Labs, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. Application deadline is January 1, 1988. In accordance with immigration regulations, portions of this advertisement are directed in the first instance to Canadian citizens or permanent residents, but all qualified candidates are encouraged to apply.

UNIVERSITY OF WATERLOO. Physics. Postdoctoral Fellowships at University of Waterloo. The Department of Physics is offering several postdoctoral fellowships for research work in the areas of experimental and theoretical solid state physics, physics, atomic and molecular physics, surface physics and energy conversion and storage. The fellowships are to a period of 1 year and are renewable for a second year by mutual agreement. Some teaching duties may be arranged. A brochure outlining current research programs will be sent on request. Applicants should send a resume and names of 3 references to Prof. J. D. Lastla, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome.

POLITICAL SCIENCE

McGILL UNIVERSITY. Department of Political Science. Academic Positions: McGill University invites applications for a tenure track position in INTERNATIONAL RELATIONS. The preferred areas of specialization are strategic studies, political economy and comparative foreign policy, including Canada. Training in empirical methods will be regarded as an asset. The appointment will begin on September 1, 1988 and is at the Assistant Professor level with the possibility of a higher rank not precluded. Candidates must have a Ph.D. and a strong research record. Salary is commensurate with qualifications and experience. The position is subject to budgetary approval and in accordance with Canadian immigration requirements is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is November 16, 1987. McGill University invites applications for a position in POLITICAL THEORY. The appointment will begin on September 1, 1988 and is a senior appointment somewhere between and subject to budgetary approval. Attempts are being made to obtain authorization for a three-year tenure track appointment, but there is no guarantee that such authorization will be obtained. The appointment is at the Assistant Professor level with the possibility of a higher rank not precluded. Candidates must have a Ph.D. and a strong research record. Salary is commensurate with qualifications and experience. In accordance with Canadian immigration requirements, the position is directed to Canadian citizens and permanent residents. Closing date for receipt of applications is November 16, 1987. Applications, including a curriculum vitae, university transcripts and the names of three referees, should be sent to: Professor Paul Noble, Chairman, Department of Political Science, McGill University, 855 Sherbrooke St.W., Montreal, Quebec H3A 2T7

SIMON FRASER UNIVERSITY. Department of Political Science. Visiting appointment, 8 months - January 1 to August 31, 1988. Applicant in teach Canadian Government and Politics. Ability to teach Political Theory and/or International Relations as well as Ph.D preferred. Applications including c.v. and names of three referees should be sent to Dr. Patrick Smith, Chairman, Department of Political Science, Simon Fraser University, Burnaby B.C., V5A 1S6. Deadline until position filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

YORK UNIVERSITY. Faculty of Arts. Department of Political Science. Applications are invited for an entry level, tenure track appointment in Political Theory from candidates with teaching and research interests in the history of political thought. Competence to teach courses in ancient and/or medieval theory is desired. The position may involve graduate teaching and supervision, as well as undergraduate teaching and duties. Appointment to commence July 1988. Requirements: Ph.D. or equivalent, demonstrated research and teaching abilities and strong publication record. Salary: Commensurate with qualifications. Application deadline: January 15, 1988. To apply, forward curriculum vitae with names of three referees to: Professor R.J. Drummond, Chair, Department of Political Science, York University, 4700 Keele Street, North York, Ontario, M3J 1P3. Qualified women and men are invited to apply. This appointment is subject to budgetary approval in accordance with Canadian immigration requirements; this advertisement is directed to Canadian citizens and permanent residents.

PSYCHOLOGY

UNIVERSITY OF GUELPH. Department of Psychology. Applicants are invited for a tenure-track position in the area of Applied Developmental Psychology. The appointment may be made at the rank of Assistant or Associate Professor, depending upon the experience/record of the successful candidate. Applicants should be prepared to teach graduate-level courses in assessment of children, learning disabilities, and intervention strategies with children and families, and should be committed to an active program of research in Applied Developmental Psychology. Additional interests in personality or psychopathology or social psychology would be a major asset. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents of Canada. Applicants should send curriculum vitae and names of three references to: Brian Earn, Acting Chair, Department of Psychology, University of Guelph, Guelph, Ontario, N1G 2W1. Subject to final budgetary approval.

McGILL UNIVERSITY. Department of Psychology. Clinical Psychology. Applications are invited for a tenure track appointment at the assistant professor level in clinical psychology starting September 1988. We are seeking applicants who combine clinical training with a current research program. Candidates should send a curriculum vitae, copies of research publications and a brief statement describing research in progress and future research plans. Three confidential letters of recommendation should also be sent. The deadline for applications is December 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Address all correspondence to Dr. I. Binik, Coordinator of Clinical Training, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, H3A 1B1.

McGILL UNIVERSITY. Department of Psychology. Physiological Psychology. Applications are invited for a tenure track position at the assistant professor level in the area of physiological psychology beginning September 1988. Candidates whose special interests lie in comparative psychology (or ethology) and neuropsychology are also encouraged to apply. Candidates should send a curriculum vitae, copies of research publications and a brief statement describing research in progress and future research plans. Three confidential letters of recommendation should also be sent to the Chairman, Salary: $32,474 (base). Deadline for applications is December 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Address all correspondence to J.O. Ramsay, Chairman, Department of Psychology, McGill University, 1205 Dr. Penfield Avenue, Montreal, Quebec, H3A 1B1.

THUNDER BAY REGIONAL CANCER CENTRE/LAKEHEAD UNIVERSITY. Clinical Research Psychologist. Applications are invited for the position in Clinical Research Psychologist. This position is offered in conjunction with Lakehead University where the incumbent will be offered a position as Adjunct Professor of Psychology. The appointee will be located at Lakehead University. Initial appointment will be for a three-year term with the possibility of re-appointment. The incumbent will be expected to develop a research program in psychosocial and social aspects of cancer, and to apply for a research grant related to this work, participate in supportive care for cancer patients in the Thunder Bay Regional Cancer Centre, and teach a psychology of health or related course at Lakehead University. The successful candidate should have a Ph.D in clinical psychology. Research experience in psychosomatic medicine would be considered an asset. Salary will be commensurate with experience. Applicants should send a curriculum vitae, names of three references and reprints of recent publications to: Dr. J.F. Kotalk, Director, Thunder Bay Regional Cancer Centre, 290 Munro Street, Thunder Bay, Ontario, P7A 7T1. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Lakehead University is an equal opportunity employer.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychology. The Department of Psychology, University of British Columbia, invites applications for at least two tenure track faculty positions beginning July 1, 1988 at the assistant professor level. Candidates are invited to apply in the following areas (please specify): (1) Clinical Neuropsychology: We are seeking candidates in clinical neuropsychology with a demonstrated research interests in physiological perspectives and their applications in clinical psychology. Because the clinical psychology programme is CPA/APA accredited, applicants must also be able to demonstrate clinical experience and interest in supervising graduate students. (2) Social Psychology: We are seeking applications in the area of social psychology. (3) Cognitive Psychology: We are seeking applications in any area of cognitive psychology, including cognitive development, decision theory, psychology of language, and social cognition. Candidates for all positions should have a Ph.D. in psychology and be trained and actively involved in research. The responsibilities are those appropriate to a research oriented doctoral programme and include supervision of graduate student research and undergraduate and graduate teaching. Applicants must be able to show strong research commitment and achievement demonstrated by published work, as well as a dedicated interest in teaching. The positions are contingent upon budgetary considerations. The University of British Columbia offers equal opportunity for employment to qualified female and male applicants. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents (landed immigrants) of Canada. Send complete curriculum vitae, reprints and names of at least three professional referees to Chairman, Faculty Search Committee, Department of Psychology, University of British Columbia, 2136 West Mall, Vancouver, B.C., V6T 1Y7, Canada. Closing date for applications is December 31, 1987

McMASTER UNIVERSITY. Psychology. Department of Psychology, McMaster University invites applications for a tenure track faculty position at the Assistant Professor level effective July 1, 1988 (subject to budgetary approval). Candidates should have a Ph.D. degree and research accomplishment in one of the following areas: a) social cognition—e.g. the study of inference or judgement in social situations; attribution processes, or b) developmental analysis of behavior in humans or animals—e.g. cognitive or social development, development of cognition, sexual behavior. Strong quantitative skills of research employing quantitative models are assets. Letters of application should include a curriculum vitae, reprints of relevant publications, summary of present and proposed research, and the names and addresses of at least three referees. Closing date for applications is December 15, 1987. Current floor salary for Assistant Professor is $29,491. Applications should be sent to: Search Committee, Department of Psychology, McMaster University, Hamilton, Ontario, L8S 4K1. In accordance with Canadian immigration requirements, this position will be given to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF ALBERTA. Psychology. The Department of Psychology, University of Alberta, invites applications for a tenured appointment (Ph.D. required) in the area of social or lifespan developmental psychology. Decisions will be made on the basis of demonstrated research competence (as indicated by publication record), interactions with colleagues, and teaching ability. Rank is at the junior assistant Professor level; 1986-87 salary $31,612 - $35,044. Applications should include curriculum vitae, three letters of recommendation, and reprints of publications, and be sent to Dr. Edward H. Cornell, Search Chair, Department of Psychology, University of Alberta, Edmonton, Alberta, Canada, T6G 2E9. Deadline for receipt of applications is December 1, 1987, but early applications are encouraged so that a decision may be reached as to this date. The University is committed to the principle of equity in employment.

UNIVERSITY OF WATERLOO. Psychology. Applications are invited for an anticipated opening at the assistant professor level in one of three priority areas: Quantitative, Social, and Cognitive Science. For applicants in Social and Cognitive Science, expertise in quantitative methods will be an asset. For applicants in Quantitative, preference will be given to candidates who will contribute to and develop an active research program in one of the following priority areas. 2. A Ph.D. in psychology is required. 3. Responsibilities will include teaching at both the graduate and undergraduate levels, development of a sustained research program, supervision of student research, and collegial participation in departmental activities. 4. The salary is competitive. 5. Applicants should submit a cover letter, vita and samples of scholarly work, and should arrange to have at least three letters of recommendation sent directly to Dr. T. Gary Waller, Chair, Department of Psychology, University of Waterloo, Waterloo, Ontario, N2L 3G1. 6. The appointment is subject to budgetary approval and can begin either July 1 or September 1, 1988. 7. To ensure consideration, application materials should be received by December 1, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Applications from women candidates are particularly welcome. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors wherever possible.

RELIGIOUS STUDIES

McGILL UNIVERSITY. Religious Studies. Assistant Professor of New Testament (Jesus and Gospels) to begin June 1, 1988. Ph.D required. To teach courses in New Testament Studies as well as New Testament Greek. Salary (Current floor, $32,474). In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Curriculum vitae and three letters of reference should be sent by November 15, 1987, to Dean Donna Runnalls, Faculty of Religious Studies, McGill University, 3520 University Street, Montreal, PQ, H3A 2A7.

WILFRID LAURIER UNIVERSITY. Religious Studies. Wilfrid Laurier University invites applications for a full-time continuing appointment to begin July 1, 1988. The deadline for receipt of applications is October 31, 1987. Applicants should have training and teaching experience in the following: (a) the archaeology of the Near East; (b) the history, literature, religion, and culture of Israel; (c) Hebrew and/or cognate Semitic languages; (d) archaeological field experience preferably at a senior administrative level. Secondary competence in early Judaism is desirable. The appointee will teach graduate and undergraduate courses. Ph.D and a record of research and publications are required. Rank and salary negotiable. Letter of application, curriculum vitae, transcripts, three letters of reference, sample publications, course outlines, and course evaluations should be sent to Dr. Ron Gomes, Chair, Department of Religion & Culture, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

UNIVERSITY OF WINNIPEG. Department of Religious Studies. Applications are invited for a tenure-track position in Hebrew Scriptures and Near Eastern religions, beginning July 1, 1988 (subject to budgetary approval). Rank and salary dependent upon qualifications. Ph.D. required. Expertise is necessary and teaching experience is desirable. The successful candidate will be required to teach a wide range of undergraduate courses, both Judaic and Islamic studies, Christian origins and religions of the ancient Near East. Some graduate instruction may also be involved. Applications, including curriculum vitae and the names and addresses of at least three referees, should be sent to: Dr. John Wiebe, Chair, Department of Religious Studies, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, Canada. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

SLAVIC LANGUAGES AND LITERATURES

UNIVERSITY OF TORONTO. Assistant Professor in Czech and Slovak Literatures. 1. This is a tenure-track appointment to be made at the Assistant Professor Rank. 2. Ph.D. required, preferably teaching experience. Specialist in Czech language and Czech and Slovak literatures. Ability to teach Czech, Slovak and Russian. The candidate should have a research and/or publication record sufficient to indicate a rapid progression toward graduate teaching. 4. Salary commensurate with experience and qualifications. 5. Applications, including curriculum vitae, the names and addresses of three referees to C. H. Bedford, Chairman, Department of Slavic Languages and Literatures, University of Toronto, Toronto, Ontario, Canada, M5S 1A1. 6. Date of appointment: 1 July 1988. 7. Closing date for application: 15 November 1987. The University of Toronto encourages both women and men to apply for positions. Note: In accordance with Canadian immigration regulations, this advertisement is directed to Canadian Citizens and permanent residents.

SOCIAL WORK

LAKEHEAD UNIVERSITY. Department of Social Work invites applications for the position of Field Co-ordinator. This will be a probationary (tenure track) appointment to academic staff. Applicants and candidates should have a MSW degree in social work with several years experience. Previous field work experience an asset. Salary will be commensurate with qualifications and experience. Apply in writing by October 30th with curriculum vitae, and the names of three referees to: Dr. J.H.M. Whitfield, Dean of Arts and Science, Lakehead University, Thunder Bay, Ontario, P7B 5E1. In accordance with Canadian Immigration regulations, applications from Canadian citizens and landed immigrants will be given preference. Lakehead University is an equal opportunity employer.

SOCIOLOGY

YORK UNIVERSITY. Faculty of Arts. Department of Sociology. Applications are invited for two tenure-stream appointments, at the Assistant Professor level, in the Department of Sociology, commencing July 1, 1988. These positions are offered pending university approval. The area of appointment is open. A Ph.D. in Sociology, an established record of scholarship, and demonstrated skills in, and commitment to, teaching are required. The ability to undertake research in sociology including introductory sociology is expected. The duties will include teaching at the graduate and undergraduate programs, and the development of a program of productive research. Rank and salary depend on qualifications. York University is implementing a policy of employment equity. Qualified women and men are invited to apply. The Department of Sociology is particularly interested in increasing the representation of women and members of minorities among its faculty. Please send curriculum vitae, cover letter stating interests relevant to this position, copies of recent publications, and the names of three referees to: Dr. Patrick W. Crago, Chair, Department of Sociology, Faculty of Arts, York University, North York, Ontario M3J 1P3. Application deadline is November 15, 1987. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY. Faculty of Medicine. Department of Humanities and Social Studies in Medicine. Applications are invited for a tenured position in Medical Sociology at the level of Associate Professor or, possibly, of Professor, effective July 1988. Minimum salary for an Associate Professor is $37,273 and for a Professor $46,979. The applicant must have published extensively and should be open to interdisciplinary perspectives. The research interests of candidates should complement those of department members. Duties include undergraduate and graduate teaching in the Faculty of Medicine as well as in the Faculty of Arts. Send full curriculum vitae and the names of three referees to: Chairman, Sociology Search Committee, Department of Humanities and Social Studies in Medicine, 3655 Drummond Street, Montreal, Quebec, H3G 1Y6. Deadline for applications is October 30, 1987. In accordance with Canadian immigration regulations, this advertisement is directed to Canadian citizens and permanent residents.

QUEEN'S UNIVERSITY. Department of Sociology. The Department of Sociology at Queen's University expects to make up to two tenure-track appointments and possibly one contractually-limited appointment of up to two years, commencing on July 1st or September 1st of 1988. The successful applicant for one of the tenure-track appointments will be expected to combine a major interest and expertise in quantitative research methodology and statistics with specialization in one or more other substantive fields. The substantive fields of particular interest to the Department include the sociology of the family, criminology and deviance, sociology of economic life, social aspects of technology and communications, social gerontology, and women's studies. Candidates for all positions should have interests in one or more of these fields, although the Department is looking to make at least one tenure-track appointment of a scholar with a substantive interest in criminology and deviance. This specialization could be combined with a major interest in quantitative research methodology, although such a combination is considered desirable rather than essential. Candidates for the tenure-track appointments should possess a Ph.D. in Sociology or a related discipline by the time of appointment. Candidates for the contractually limited appointment should either possess a Ph.D. or have completed doctoral course-work. All appointments for doctoral degree-holders are expected to be made at the assistant professor level, although consideration will be given to tenure-track appointments at the associate professorial level if appropriate candidates apply. Salary is commensurate with experience and qualifications. Current minimum salary at the assistant professor level is $29,700 and at the associate level, $36,650. In addition to the above positions, the Department also welcomes the existence of the Queens National Scholar Program which provides stipends for up to five years to outstanding scholars, and which may lead to tenure-track appointments at the end of the scholarship period. These scholarships are awarded on a competitive basis to applicants from all disciplines. Applications for all positions in Sociology should include applicant's vitae and names of three referees, and be sent to Dr. Robert M. Pike, Professor and Head, Department of Sociology, Queen's University, Kingston, Ontario, K7L 3N6. Candidates should specify the position for which they are applying. Both men and women candidates are equally encouraged to apply for these positions in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Closing date for receipt of applications for positions in the Department of Sociology December 31st, 1987. Closing date for applications to the Spring round of the Queen's National Scholar Program is: January 15, 1988.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Anthropology and Sociology. Applications are invited from Sociologists and Anthropologists specializing in contemporary Japanese culture and society for a tenure-track position at the Assistant or Associate level beginning in the academic year, 1988-89. Applicants should have completed the Ph.D and have a demonstrated research, teaching and publications record; working knowledge of Japanese, and ability to develop a program in Japanese studies suitable for a joint Anthropology and Sociology department. Salary commensurate with experience. Letters of application, including a curriculum vitae and the names and addresses of three referees should be sent by December 1, 1987, to Dr. M.P. Marchak, Head, Department of Anthropology and Sociology, The University of British Columbia, 6303 N.W. Marine Drive, Vancouver, B.C., V6T 2B2. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia is an equal opportunity employer.

SPANISH

UNIVERSITY OF WATERLOO. Department of Spanish. Applications are being invited for a tenure track faculty position at the Assistant Professor rank. Duallications include a Ph.D with a specialization in the Spanish American area. Experience in language and literature teaching with demonstrated commitment to research. Ability to teach civilization courses would be an asset. Duties include undergraduate teaching of language and Spanish American literature and civilization. Salary commensurate with qualifications and experience. Send resumes to Dr. A. Fama, Chairman, Department of Spanish, University of Waterloo, Waterloo, Ontario, N2L 3G1. The availability of this position is subject to budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. It is the intention of the University of Waterloo to fill its vacancies with recent Ph.D graduates appointed as Assistant Professors wherever possible. Closing date for receipt of applications is December 1st, 1987. Starting Date: July 1, 1988. Professor of Spanish. Applications will be considered from candidates at all levels of academic rank. Applications should include curriculum vitae, three letters of recommendation, and samples of scholarly work, and be sent to Dr. Edward H. Cornell, Search Chair, Department of Spanish, University of Winnipeg, 515 Portage Avenue, Winnipeg, Manitoba, R3B 2E9, Canada. Applications will be accepted until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

THEOLOGY

ST. ANDREW'S COLLEGE St. Andrew's Theological College seeks professors for a Faculty preparing persons for ordained ministry in the United Church of Canada. Professorship in Church History and Ecumenics - Application Due Date: December 15, 1987 · Starting Date: July 1, 1988. 2. Professor of Systematic Theology - Application Due Date: December 15, 1987 · Starting Date: July 1, 1988. St. Andrew's College is a western college educating for pastoral ministry, and participates in the Saskatoon Theological Union with the Anglican and Lutheran seminaries. Applicants need a Ph.D or graduate studies in Theology, and experience in pastoral ministry, ability and willingness to engage in innovative learning models - varied disciplinary teaching, action/reflection. Familiarity with principles of adult education, feminist theology, and Prairie/Native studies are important. Send curriculum vitae and three letters of reference to: Dr. W.R. Adamson, President, St. Andrew's College, 1121 College Drive, Saskatoon, Saskatchewan, S7N 0W3. In keeping with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

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